



workingrite

because everyone remembers their first boss

WorkingRite is:

- A good deal for young people
- A good deal for small businesses
- And by giving the younger generation a guided route into work – a good deal for their families and communities

The results



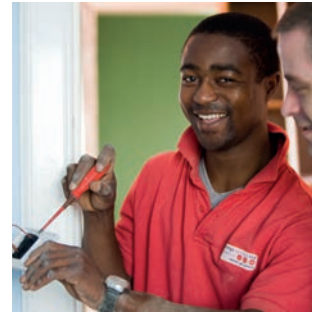
8 out of 10 of those who complete the WorkingRite Programme succeed in **securing a full-time job or apprenticeship**

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Working mentors in small businesses passing on what they know.

Inspiring our young people to a positive working future.

In 2017 WorkingRite took in excess of 200 unemployed young people from some of the poorest parts of Scotland and got them into real jobs and apprenticeships.

The majority were from Glasgow; others were from the Lothians, Aberdeen, Moray and Argyll.

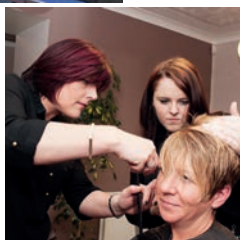
Most wouldn't have stood a chance

- Almost all left school with few, if any, qualifications
- Many have offending backgrounds
- Nearly half come from struggling homes, often with social work involvement
- Others are emerging from the care system, or are carers themselves
- Growing numbers come to us having failed on other training schemes, yet succeed into employment with us.

They don't want more classrooms, college or skills training courses at this point.

Not until they see the relevance of that kind of learning.

But we believe in them. We see their ability and their potential to achieve a positive working future within their communities.



WorkingRite is the practical pathway to a job or apprenticeship

Lasting an average of 16 weeks, our trainees learn primarily on the job.

We recruit local businesses keen to take a young person under their wing to 'earn while they learn'.

Each trainee has their own mentor chosen from the workforce of that business to pass on what they know.

WorkingRite is a relationship-based model of learning. Quite simply designed to inspire young people to succeed; after all...

...everyone remembers their first boss!

WorkingRite creates a community of support for the length of our programme

Active partnerships with local referral organisations like youth clubs, housing associations and other charities to help us reach the young people who need our support most.

A third of our young people hear about us from our existing trainees in the community.

During their work placements the support around them is robust.

Someone is always at hand to coach them through the challenges, ready to pick them up if things go wrong.

But we prepare them well with a challenging inter-active induction. Then, after three weeks they are ready – individually matched with a small business in any industry of their choice.

The result is a direct route for each young person into an apprenticeship, the Living Wage job and a future career.