

## **New Deal for Young People**

New Deal for Young People (NDYP) is one of the contracts we deliver. It provides a variety of individually-tailored support in the form of training, advice, guidance, and work experience, including access to self-employment.

Participation is mandatory for all 18 to 24 year olds who have been claiming Jobseeker's Allowance (a government benefit) for six months or longer.

It is delivered in three stages:

1. Gateway to Work (GTW): a two-week provision providing intensive training, through set modules, directly into sustainable employment.

The GTW course provides participants with the qualities, attitudes and behaviours that employers need. These include communication skills, personal presentation, punctuality, timekeeping, time management, teamworking and problem solving.

Transferable skills are also addressed, as some customers have never been in employment and so feel they have nothing to offer the employer. CDG helps these customers to understand that their existing skills can be transformed into employability skills, simply by perceiving them differently.

In addition, CDG's tutors offer jobsearch advice and guidance, which help with the development of skills, including CV preparation, completing job applications and how to succeed at job interviews.

2. Environmental Task Force or Voluntary Sector Option: usually lasts for 13 weeks.

Voluntary Sector Option (VSO) requires a work placement with a voluntary sector organisation (for example in a charity shop), while the Environment Task Force (ETF) option requires a work placement on a project that brings environmental benefit to the community (for example working in a public park).

VSO and ETF get employers involved by showing them how the course can meet an employer's recruitment needs. As part of this, we offer pre-employment training whereby CDG customers participate in training specific to certain jobs that are available in call centres or retail.

The pre-employment training offers first-hand experience of the world of work, as well as offering customers the opportunity for a job interview with a local employer.

Pre-employment training also includes:

- the chance to discuss what makes a successful employee with an employer
- visits to local employers' premises
- short work experience opportunities, and
- the chance for participants to discuss their issues with previous employment or current part-time employment.

All work placements are in line with customers' aspirations, as far as possible.

CDG will provide the customer with a reference for work upon satisfactorily completing provision.

Basic Skills Option: this lasts 26 weeks and concentrates on helping customers with their literacy and numeracy.

It provides the customer with a recognised qualification which can help them gain employment.

Basic 'everyday' life skills, such as working with others, problem solving skills, managing money and personal presentation, are also addressed

3. 13 weeks of in-work support: a dedicated personal advisor will make contact with the customer every fortnight to check their progress, discuss any problems and provide assistance if necessary.

Some customers who attend CDG's courses have personal problems such as homelessness, a criminal record, debt, and abuse of drugs or another substance. CDG's personal advisors have been trained in advice and guidance and will support the customer in dealing with these issues.

In addition to the above, all CDG services have a daily element of targeted and speculative jobsearch. Customers are given daily or weekly application targets based on the type of industry they would like to gain employment in.

Personal advisors or tutors spend a lot of time with customers, assisting them with finding the jobs they want to apply for as well as helping them to understand what job adverts are really looking for.