

## Annex 1 - Overview of employability provision in Surrey

Employability provision presents an extremely complex landscape with overlapping priorities and customer target groups and a variety of funding streams and providers. Table 1 provides a high-level snapshot of the key provision that sits within Surrey – some of which SCC has control over and other parts that sit outside of the organisation.

**Table 1 – Overview of Key Employability Provision**

	Mainstream Youth	NEET (or at risk of)	Mainstream Adult		Primary Care Disabilities and LTCH	Secondary Care MH and Disabilities
			Employed/ Short term unemployment	Long term unemployed		
Provision by Cohort	Schools, FE and HE provision	Skill Mill	(TBC) WorkWell (7200)	Restart (5866*)	IPSPC (2882) - £6m	IPS – Mental Health
	Surrey Careers Hub (£0.45m)		Employer Occupational Health	Universal Support (900) – (£3.1m)		Employability
	Inspire Surrey activity		Refugee Employability Programme	IPES	Health and Work Programme	
			Health coaches	MEAM/ Changing Futures	IPS – Substance Misuse	
			Local Area Coordinator		lapt employment advisors	
			Adult Education (SAL and other providers) - £11m			
			Skills Bootcamps (575 - £2.3m) and Multiply (1800 in year 3 - £1.6m)		(TBC) Volunteering for Health	

	Community sector	Community sector	Community sector	Community sector	Community sector	Community sector
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Note: Any numbers referenced are proposed delivery targets. Value figures provided where known.

\* This figure represents number of programme starts between June 2021 and February 2024 across the EM3 region. Surrey specific data does not exist

The council's recently launched employment support directory contains a wider list of employment support services across the county, delivered by a range of partners from housing associations to borough councils to national training providers (see Table 2). Please note, this does not capture every employability service in the county due to the changing nature of the provision and funding landscape.

**Table 2 – Summary of Employment Support Directory Opportunities**

Name of Programme, Project or Provider	Description
Work Wise (IPSPC)	A free employment service available to any person with a mental or physical health condition, disability, or neurodivergence (commissioned by SCC)
Multiply	Free and flexible numeracy courses for those without a level 2 maths qualification. (Commissioned by SCC)
Skills Bootcamps	Free, flexible online courses of up to 16 weeks for Surrey residents giving people the opportunity to build up sector-specific skills and fast-track career progression. (Commissioned by SCC, not yet live).
Work Well	Support for long-term sick or disabled people to start, stay, and succeed in work through integrated work and health support. (Commissioned by SCC, not yet live)
Local Supported Employment (LSE) - Surrey Choices	Support for residents including disabled people and autistic people and sensory and mental health needs. We will help our customers to look for vocational projects, supported internships and employment. (Funded by SCC)
Surrey Adult Learning - Skills for Work	Business, employability and digital skills courses for adults - SCC's adult learning provision.
Surrey Outdoor Learning (SOLD) Employability Programme	Skills including self-awareness, communication, leadership, resilience, time management, being solution focused (SCC)
Activate Learning	Further education
Active Prospects Training and Employment Support	Teaches life skills to young people using the lens of employment and employability.
AS Mentoring	Support neurodivergent people in employment, and in finding work.

Brooklands College	Further education
Camberley Job Club	Volunteer run organisation in Camberley offering support and advice for those who are looking to find work.
Carers UK	Advice for carers looking to get back into work
Disability Initiative	Develop prevocational skills, help navigate a pathway toward voluntary work, work experience or paid employment.
Downs Syndrome Association - Workfit	Down's Syndrome Association's employment programme which brings together employers and job-seekers who have Down's syndrome.
East Surrey Pathway to Employment (Raven Housing Trust)	Range of employment techniques to help those living in housing insecurity to find work.
Elmbridge and Runnymede Youth Hub	Advice and guidance, coaching, mentoring support, access to training courses, together with opportunities for professional development and employer engagement for young people in the north Surrey area.
Employment Support Retraining Agency	Help looking for work, in work support, confidence building, preparing for work, and managing stress at work
Fedcap	Range of employability programmes and services to help people get back into work.
Halow Project - Building Futures	Support for young people in the Guildford and Woking areas to build independence, continue education, and access work experience.
Headway Surrey	Support for adults with acquired and traumatic brain injury, and their families.
Henrietta Parker Trust	Adult skills development in North Surrey (Elmbridge)
Include.org	Supported volunteering opportunities or people with learning disabilities and autism in East Surrey.
Leonard Cheshire Can do Programme	Can Do is a skills development programme for individuals aged 16-35 with a disability or long-term health condition.
Maybury and Sheerwater Community Trust	Projects and services help those facing deprivation and social exclusion, to help both the individual and the community. Covers Canalside, Maybury, Sheerwater and Woking.
NACRO	Support for young people, homeless, women, care leavers; people with substance misuse issues, mental health issues, in the justice system, ex-service personnel
Naturally Talented Me	Free skills profiling tool (funded by SCC)
NCS	Online, local community and residential experiences and support for young people to boost confidence and nurture new skills.

Oakleaf Enterprise	Provision of support, training and wellbeing activities for adults managing their mental health.
Overworld	Specific courses in Esports and work placements.
Princes Trust	Help for young people aged 16-30 training and work placements various schemes
Refugee Employability Programme (Palladium)	Employment support for refugees.
Reigate and Banstead Worker Scheme	Provides local unemployed people with skills and experience to help them gain future employment, with guaranteed employment for 26 weeks.
Reigate and Banstead Works	Job opportunities within the borough, signposting for upskilling.
Restart (Fedcap)	Enhanced support for Universal Credit claimants who have been out of work for at least 9 months to find jobs in their local area.
Rethink	Careers support for individuals with mental health issues
Richmond Fellowship IAPT employment service	Employment support to people experiencing poor mental health who are accessing the IAPT's services.
Richmond Fellowship Mid and West Employment Service	Support for people living with or recovering from mental ill health to find employment, training or retain employment.
School of Hard Knocks	Life and employability skills for unemployed adults, with courses delivered out on the pitch or in the gym, alongside classroom-based activities.
Skill Mill	Social enterprise providing employment opportunities for young people who are ex-offenders.
Start	Digital careers platform for young people in secondary and further education which provides information, advice and tools to support students as they explore and plan for their future careers.
Surrey Care Trust Mentoring for work	Mentoring support for people facing problems such as addiction, relationship breakdown, low maths, English or digital skills, childcare responsibilities or a criminal record.
Surrey Care Trust Steps 2 Work Woking	Help for young people in the Woking area to build confidence and skills to take up employment opportunities.
Surrey Choices Employability	Support for disabled people and employers.
Surrey Independent Living Council (SILC)	Tailored, supported, programmes for people with a disability or long-term health condition who have had a long period of unemployment, or have particular challenges or barriers with returning to work
Surrey Lifelong Learning Partnership	Support to gain new skills, qualifications and employment.
The Change Foundation Street Elite	A multi-award-winning training for work programme that uses sport and intensive mentoring to support young people who've been impacted by crime, violence and inequality.

The Forces Charity	Life-long support, jobs and training opportunities to Service leavers, veterans, reservists and their spouses, partners and children.
The Grange Centre	Support for people with learning disabilities, including skills for life courses and work experience placements.
The Sunnybank Trust Futures Programme	Supports young adults with learning disabilities to find employment.
The Workshop	Free careers advice and signposting for people living in Surrey Heath.
Thomas Pocklington Trust Works For Me employment programme	Supporting blind and partially sighted individuals into paid employment or a change of career.
Work and Health Programme (Maximus)	Voluntary employment support programme for people with a disability or health condition, have been long term unemployed or has been disadvantaged due to their circumstances.
YMCA East Surrey	Wider support e.g. literacy, digital inclusion and life skills

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