

# Remploy



# Vocational Improvement Pipeline project



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# VIP Project Definition

To develop and trial new approaches in supporting disabled people and people with long-term benefits to find work

# Who are we?

- Marie Curie Association, Bulgaria
- Ehlabe, Spain
- Cedris, Netherlands
- Samhall, Sweden
- USEL, UK (Northern Ireland)
- Remploy Ltd, UK

# Project Aims

- To improve the skills and competencies of disabled people who wish to work
- To improve the quality of, and access to, continuing vocational training
- To promote and reinforce the contribution of vocational training to the process of innovation

# Objectives

- Establish a formal network of partners dedicated to develop best practice in vocational development
- Establish links for sharing ideas and to promote innovation and co-operation
- Run pilot schemes to identify effective training methods and approaches
- Raise awareness among employers of equality of opportunity and diversity management practices
- Recruit other stakeholder groups who will use what has been learned to ensure that the work achieved continues beyond the life of the project

# Timescales

## Phase 1 – Project Initiation (Oct 05-Mar 06)

- Official launch of project and network and establishment of website
- Improve knowledge and understanding between partners on current practice, policy and priorities, alongside engagement of stakeholders, improving relationships and establishing links
- Agree detailed strategies and implementation plans across valorisation, evaluation, equality of opportunity and sustainability with baseline measurement
- Agree strategies for 3 vocational pipelines

# Timescales

## Phase 2 - Vocational Pipeline Development and monitoring (Apr 06 to Sept 07)

- Establish 3 vocational pipeline pilots, identifying skills and competences specific to the pipelines and to general employability
- Capture and share best practice and utilise and develop methods to capture learning including skills and competence mapping to vocational qualifications
- Design blended learning to promote stakeholder engagement

# Timescales

## Phase 3 Final Evaluation and Dissemination (May 07 to Sept 07)

- Final reports across sustainability plan for network, impact analysis report, project report (including sector reports)
- Conference proceedings, network meeting and stakeholder meeting

# What is a Vocational Pipeline?

A Vocational Development Programme is a targeted approach to identifying, attracting, developing & matching individuals with skills, knowledge & motivation to work in a specific vocational sector.

# Target Groups

Unemployed disabled people who want to work:

People with a wide range of health conditions and disabilities including mental health conditions, physical disabilities and learning difficulties

# Background

- Year on year requirement to place greater and greater numbers of people into sustainable jobs
- Need to develop a better match to available jobs
- Desire to provide services to employers across a range of sectors
- Need to improve the skills and abilities of our staff delivering job getting services
- Desire to meet candidate needs more effectively

# Aims & Objectives

- Maximise the number of disabled people getting and sustaining jobs
- Achieve greater employer engagement and access to jobs across key growth sectors
- Target development in the right geography to attract motivated candidates
- Remove barriers and fears for both candidates and employers achieving a 'good fit' for both

# Benefits

- Access to a previously untapped talent pool
- Skilled intermediary in Remploy who can remove the fear factor
- Tailored approach to compliment own recruitment practices
- Removes fear and uncertainty about applying for a new job - can get to know the job beforehand
- Work in groups with similar people looking for jobs so support each other
- Access to specialist job search support, mock interviews and information about in-work benefits
- Focus on the employers most engaged and positive about recruiting people with disabilities



For more information see:

[www.vipp.org.uk](http://www.vipp.org.uk)