

**RESTART**  
SCHEME



**Restart  
your career**

**FEDCAP**  
Employment  
The Power of Possible

 Department  
for Work &  
Pensions

## Who we are

Put simply, we're a charity helping people to find suitable, sustainable work.



We're good at what we do.

Every nine minutes of the working day, our teams help someone into work.

But we do so much more than help people into work. It's our mission to make a genuine difference to people's lives. Our expert teams get to know the people we support to help them overcome barriers and issues they may be facing to help them realise their potential.

Our wider support includes things like help with health, wellbeing, budgeting and skills development.

We work across Britain – and beyond – but know and understand your local area. Our teams are on the frontline in your communities helping to make a real difference. We know which employers are hiring. We know the skills people need to get on in life. And we know the challenges people are facing.



## **RESTART** SCHEME

We're delivering the Restart Scheme in the South Central region of England.

Our teams are on hand to support people who have been out of work to find suitable, sustainable jobs. We're here to help people rebuild their lives, having often become unemployed through no fault of their own.

But we know everyone is different, so everyone's time with us will be different. Some people will go into work quickly, but some people will need more time.

Whatever happens, we're there for people for a whole year, In person and online, wherever or whenever they need us.

## Our partners

Our success is not just down to us. We know we can't work alone and there are other fantastic like-minded organisations out there who want to make a difference to people's lives. Public, private and voluntary organisations all have a part to play.

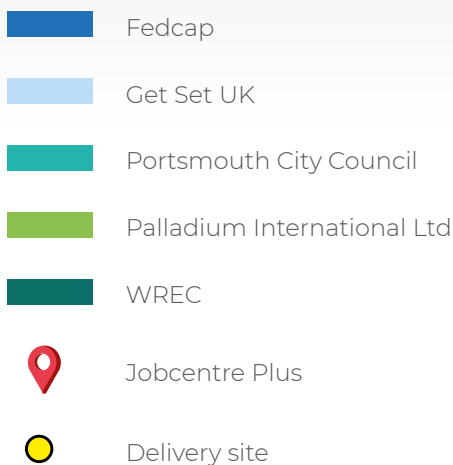
We are delivering the Restart Scheme in collaboration with a range of specialist and trusted partner organisations.

Sometimes the people we support will be directly working with us, but depending on where they live, they may be working with our partners.

Either way, they'll get the same quality service throughout with access to the same offers of support.



## Where we're delivering the Restart Scheme along with our delivery partners



## Our service

We're not here to force people into a job that's not suitable. It's all about creating a bespoke action plan to help people find the right job so they can stay there and even progress up the career ladder.

Everyone's journey will be different, but they'll always get access to the full range of support we offer. Things like:



Personalised support assessments



Job search advice



Skills training and qualifications



Dedicated advisers



CV development



Online support 24/7



Online and face-to-face sessions



Access to 'hidden' jobs



Health and wellbeing support



Group workshops



Interview coaching



Help with budgeting





## Case study

It's always been Berkshire man David's ambition to work in children's entertainment – and now it's a reality.

David, 32, from Maidenhead, had only previously worked as a babysitter before seeking support from the Fedcap team on the Restart Scheme.

With his bubbly personality and a huge desire to work in the sector immediately on show, our team created an opportunity for David to take part in an online Legoland work academy within our offices.

He was hooked straight away, applied for various roles and was invited for a face-to-face interview the very next day. After impressing his potential new employers, he was offered the job there and then.



He said: "I am ecstatic. I can't thank everyone enough for their belief in me from the start. They listened to me and found me work within just a few weeks. Everyone was fantastic and just so supportive. I've always liked making people laugh so I think this job is perfect. I'm really hoping to make an impression and hopefully climb the ladder."

## Case study

As a single mum of two children, Jen\* felt the financial pressure of trying to look for work while supporting her family. With the support she received from the Restart Scheme, she is now thrilled to be back in work, doing a job that she loves.

Jen had been out of work for two years, was struggling financially and her confidence was at an all-time low. She didn't know what work she could do or how it would fit in with her parenting responsibilities.

Partnered with our expert team, Jen engaged fully with our support and took part in confidence building sessions and mock interview workshops – and she's now in work at Apple.



She said: "Fedcap gave me the confidence and believed in me to help me get a job. They took me out of my comfort zone and believed in me before I did."

\*Name changed to protect identity

## Helping start-up businesses

As well as helping people into work, our experienced enterprise advisers are on hand to help people go self-employed or start up their own businesses if that's the route they want to take.

Our experts guide people through everything they need to know about joining the 4.6 million people across the country who are self-employed. Whether someone's looking to be a freelancer, sole trader or start a limited company, we help with things like:



Developing a business plan



Marketing



Financial planning



Market research



Networking



Web design



Business growth



Mentoring



Social media



Accounting



Sales



## The science of personalised support

We've teamed up with the behavioural science folks at Esher House to help us really understand the people we support and how they might be feeling about restarting their career.

Through innovative diagnostic assessments, we can understand our customers' individual needs, circumstances, strengths, transferable skills, and aspirations. We make sure we put the right support in place to help them move towards a brighter future.

It's not just about the jobs people have had before, or the qualifications they hold. It's about finding out what drives them and building up a fuller picture so we can provide the right support, using the right approach, at the right time.

All of this means we have more chance of supporting people to find long-lasting and fulfilling employment.

## A focus on health

Getting into work can be a challenge. Especially if someone's been out of work for a long period of time, or they have other barriers to overcome.

We see daily how much someone's wellbeing plays a part in their quest for work. And we recognised there was a gap in provision between employability services and health providers – so we filled it.

We have a team of in-house health professionals working to support individuals who might need that extra bit of help to tackle and manage their conditions.

The team consists of a range of specially trained and registered health practitioners, including fitness experts, occupational therapists and mental health professionals, working under a clinical governance framework.

We offer a range of workshops, including:



Anxiety management



Disclosing health conditions



Assertiveness



Effective communication



Building resilience



Exercise and wellbeing



Confidence building



Healthy eating



Coping with pain



Managing mood



Fit club



Relaxation groups



Walking groups



Sleep management

The team have successfully supported with 'bridging' that gap, so our customers are able to receive the specialist, tailored health support they need whilst also maintaining work-focused momentum to accelerate their journey back into work.

And it's working – people who engage with these types of interventions are almost twice as likely to find work.

## Case study

Brighton man Patrick Power, 53, was devastated when he learned he could no longer work as a screen printer because of his debilitating rheumatoid arthritis.

It was the only job he knew, having worked in the industry since leaving school.

Out of work for more than three years, Patrick was referred to Fedcap Employment for further support in overcoming his barriers and getting back to the workplace. He worked with a team of advisers to help manage his health and pick up new skills in looking for work, impressing at interviews and dealing with anxiety.

And he's now found work at bookmakers Ladbrokes – in a job he loves.

He said: "Being out of work was depressing, especially while dealing with my health condition. But now being in work, my mental health has been a lot better.

"I have nothing but the highest of praise for everyone I've dealt with at Fedcap. They didn't force me to do anything but just kept me focused – and that's exactly what I needed.

"If someone had told me when I came to Fedcap in September that I'd have a job before Christmas, I'd have told them to pull the other one."

# Skills for a modern workforce

We have a proven track record of helping people into work. So, we know exactly what employers are looking for in new recruits. From soft skills like communication and punctuality to work-specific skills to help people get on in a certain sector, we can provide it all.

From our industry specific workshops, which help people understand the opportunities and roles different industries offer, to our core employability workshops helping people develop those essential skills to get a job, our facilitators get people ready for work.

We also work with employers and local training providers to create exclusive routes into the workplace, with focused employer briefings, access to vocational training, nationally recognised qualifications and work experience opportunities.

Our teams equip people with the right skills relevant to the local labour market – whether through one-to-one training sessions or group workshops.

And we recognise learning doesn't just happen in office hours. We give everyone we support access to our online career development portal, The Fedcap Hub, where people can learn at their own pace, in their own time, 24/7.

The Hub gives people access to hundreds of training courses, a library of resources, advice direct from expert career coaches, an interview simulator, further assessment tools and support to enhance their CV. It also links to live job boards so jobseekers can check out new vacancies as soon as they come up.



## Case study

Hove man Ronnie, 37, is back in paid work for the first time in 15 years after support from Fedcap.

Ronnie was a carer for his father until he passed away, and then spent years volunteering in places like charity shops, allotments and farms.

But when the time came to find paid work, he knew he needed help – which came from the Restart Scheme. He took part in activities to update his CV, build confidence, pick up new skills, prepare him for interviews and approach potential employers.

In just a few short months, Ronnie found work as a cleaner and is now preparing for a long and fulfilling career.



He said: "It all felt very easy going. Everyone was very polite and helpful. I always enjoyed going down to the office as it was a very welcoming place. I can't thank everyone enough. I'm really enjoying work and want to build on it. They've already given me extra shifts so I must be doing something right."



# A trusted partner of employers

We work with thousands of local, regional and national employers in your area. From start-up businesses to multi-national chains, our dedicated employer solutions team have businesses from all different sectors on speed dial.

Our close relationships mean we're able to provide employers with talented candidates even before an official job vacancy goes live. We give people the skills, training and qualifications they need to hit the ground running and make a success of their return to the workplace.

Employers we work with include:

**HAYS**



**HARRIS+HOOLE**



## Case study

We're working with recruitment experts Hays to place people into vital healthcare jobs.

Our strong relationship with Hays across the South Central region means we're often their go-to provider when they're on the hunt for skilled and reliable candidates.

We work with them on a variety of projects, including to place candidates in roles relating to tackling the coronavirus pandemic.

We've supported dozens of people into jobs helping people to book their vaccinations, and in warehouse roles packing up Covid-19 testing kits ready to be sent across the country.

**HAYS**

Lee Hewitt, Director at Hays, said: "I have always been very impressed with both the quality and the quantity of the customers referred to us. They are always well briefed and enthusiastic about the roles we are working with. We look forward to working on many new projects together."



## In-work support

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Our support doesn't end when someone goes into employment. We're there for people to ensure they settle into their new surroundings – and are comfortable with their new life in work.

We'll liaise with new employers to make sure everything's going smoothly. We might even be able to help people progress in that same company. And on the rare occasion a person might fall out of work, we're there to pick up the pieces and find another suitable job quickly.

But just like at the start, it's not just about getting someone a job. Our wrap-around support continues, and people will still have access to our services. We're interested in making a long-lasting impact, not quick fixes.

## Get in touch

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 @FedcapE

 0800 066 8056

 /fedcapemployment

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