



Fu+ures

Understanding  
Futures

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We change lives, creating better futures for the thousands of young people and adults we work with each year. Helping them to engage, secure new skills and progress into work or further learning.

We're a publicly-owned, not-for-profit social enterprise, created in 1995 by Nottingham City and Nottinghamshire County Councils. We're rated 'Outstanding' by Ofsted, with a strong track record of helping people achieve more in life by:

- Providing Careers Information Advice and Guidance and work experience programmes. Inspiring people to move into work and education.
- Designing and delivering training solutions, including apprenticeship programmes, which address skill gaps and increase productivity.
- Working with people who have complex needs around mental health, disabilities and Special Educational Needs. Helping them to overcome barriers and lead a more fulfilling life.
- Supporting young people who are, or are at risk of becoming, NEET (Not in Education, Employment and Training).

Our values support our goals, shape our culture and reflect the things that are important to us at Futures.



They are the essence of our identity – our guiding principles and beliefs. They are intrinsically linked to who we are and who we want to be.

## Our Locations

We work across the East Midlands and East of England. In Mansfield and Leicester, we have advice stores with onsite training facilities. Nottingham has a separate advice store with training hub just around the corner.

In our other locations, we work in a variety of settings, libraries, job centres, community centres and local authority joint service centres. With specialist teams working alongside housing aid, public health, welfare advice, financial support and similar organisations, we can address multiple and complex needs, making sure that people get the care and advice they need.



# Our Work

## Careers Advice

Careers is at the heart of what Futures is all about. It's where we come from as an organisation and it runs through every aspect of what we do. We deliver Information, Advice and Guidance to the highest standards – from young people still at school, to those over the age of 50 looking to take a different direction in their working life. We're a prime provider of the National Careers Service in two of England's nine regions – the East Midlands and East of England. Where we work with those over the age of 18 that are unemployed, at risk of redundancy or just looking for new career path.

Our careers teams are highly qualified with all staff requiring a minimum Level 4 diploma in Information, Advice and Guidance.

## Support for Vulnerable Young People

We have decades of expertise in advising and supporting young people, not just with their careers choices, but to overcome the complexity of challenges many of them face. Whether we work with them in achieving their grades and taking the next steps into employment, further education, higher education or other accredited training, or helping them to grow in confidence so they feel more positive about the future.

Through the ESF Youth Employment Initiative in Nottingham, we have people embedded in local authority Housing Aid and Leaving Care Teams, so we're able to continue working with vulnerable young people into their twenties, helping their transition from education into the world of work.

## Employment Support

Linked to careers advice, we also specialise in providing employment support to unemployed adults, especially those from groups more likely to be unemployed or economically inactive – this could include people with health conditions or people from disadvantaged communities. This work represents the practical side of our careers expertise, where we work on familiarising people with the world of work, positive behaviours, confidence-building, CV writing, interview skills, job applications and developing their knowledge and qualifications.

Most of this work is funded by the Department for Work and Pensions-managed European Social Fund (ESF), like the Way2Work project in Derbyshire and Nottinghamshire.



## Workforce Inclusion

A key element of our employment programme delivery, is the use of a specialist business engagement (BEM) team with expertise in working with employers to create opportunities for people that are underrepresented in the job market and more likely to be out of work. We promote and help to implement inclusive workforce practices and to use targeted recruitment methods, encouraging them to be more creative in how they recruit staff and make the right choices in the recruitment process.

The main example of this has been our Nottingham Jobs Hub partnership with Nottingham City Council and Jobcentre Plus, providing a single public sector service, free at the point of use, for employers to access candidates in a more inclusive and innovative way.



## Work and Health

The relationship between poor physical and mental health or disability, and rates of unemployment is high. We're developing a number of specialist services in this area so we can support both employers and jobseekers address these challenges. We do this by 'embedding' employment advisers alongside health professionals and support from a team of business engagement managers, is at the heart of our approach to Work & Health.

## Special Educational Needs and Disabilities

The information, advice and support we offer to disabled children and young people, those with SEND, and their parents is a statutory service that must be legally provided by every local authority, and one we're proud to deliver on behalf of Nottingham City Council and Nottinghamshire County Council.

We deliver 'Future Impact', a service for 16-24 year olds with special educational and complex needs, that helps them to become independent, manage their own lives and relationships, continue to learn and study and, ultimately, secure employment.

## Support for Construction Sector

The Construction Industry is an engine of growth for many regions across the UK, yet it faces a lot of employment and skills challenges:

- an aging workforce
- not enough key skills
- insecure or short-term employment contracts
- the requirement to be self-employed
- contractual risks

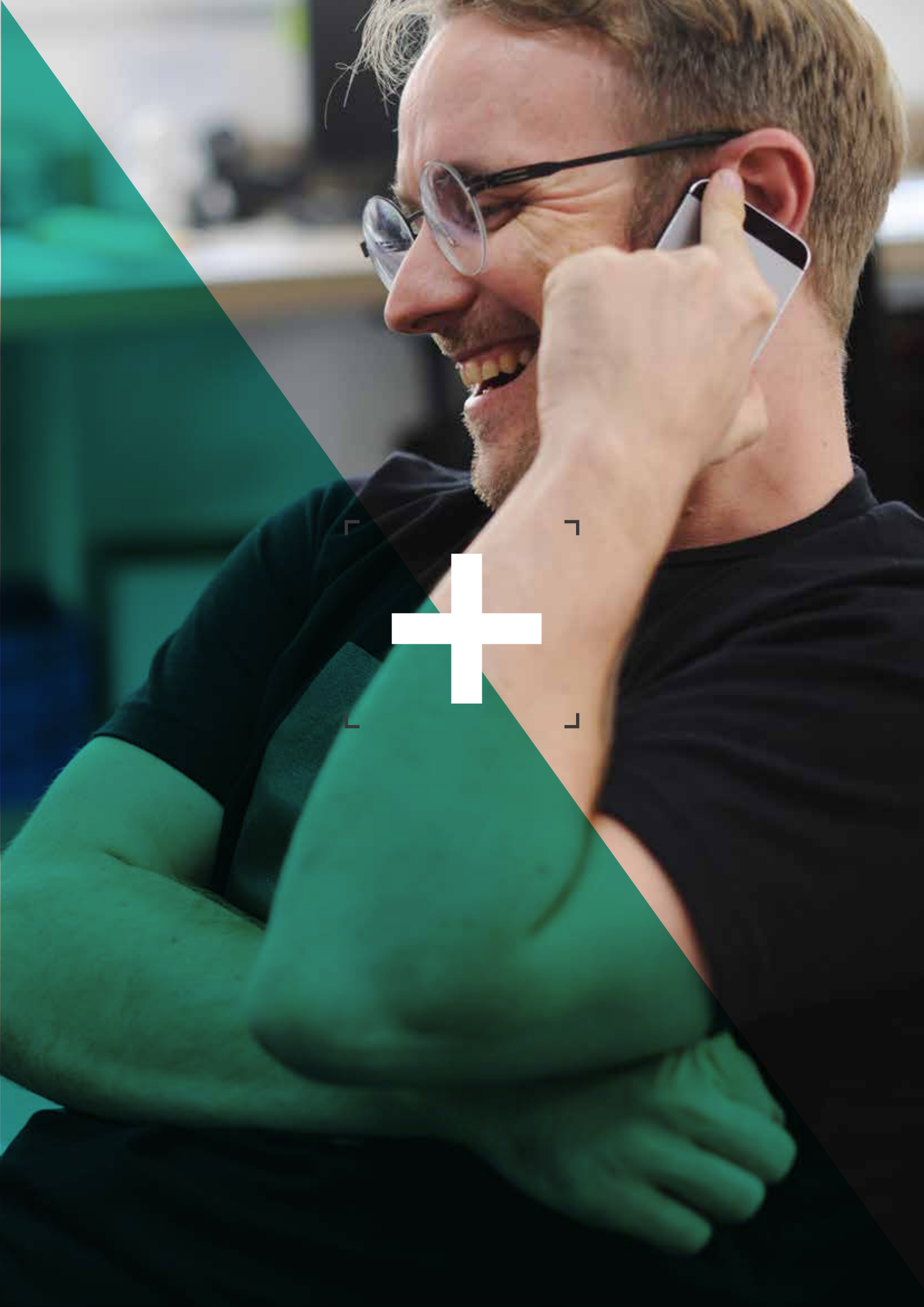
We're a strategic partner with Nottingham City Council and Leicester City Council on key construction initiatives. We work with major construction sites to help companies recruit a local workforce, create apprenticeships and host work experience placements. We also connect employers with training providers that can meet their skills needs. This work also helps local authorities and construction companies to meet 'local employment and skills targets' required by Planning and Public Procurement conditions.

## Resettlement Preparation for Offenders

Through the National Careers Service, we have delivered an 'In-custody' programme across 23 prisons in the East Midlands and East of England. Futures delivery in resettlement prisons, encouraged offenders to aspire to having work or training in place when they were released, and made sure they were prepared for life outside of custody.







# Apprenticeships, Training and Professional Development

## Adult Education Courses

Working across the East Midlands, we help people to gain the skills needed to enter into sustainable employment or progress in their chosen career. Contracted by the Education & Skills Funding Agency, all our training courses provide unemployed adults with accredited qualifications that means they can go on to further education, or securing a job.

This work is specific to the employers needs and employment opportunities, which means that people on our courses can access work experience, job vacancies, and apprenticeships all secured by our employer engagement teams.



Our courses offer the opportunity to improve skills and gain qualifications in a wide range of subjects, including:

- Business and Administration
- Customer Service
- Health and Social Care
- European Computer Driving Licence (Advanced IT training)
- Basic IT training
- Employability Skills
- Functional Skills in English
- Functional Skills in Maths



## Careers Leadership and Guidance Qualifications

We're perfectly placed to help education providers with their skills and recruitment needs, workforce development and maximising opportunities for their pupils and staff.

In line with the government Careers Strategy and qualifications promoted by The Career Development Institute, we offer accredited qualifications to anyone who provides careers advice and guidance in a professional or voluntary role. Our qualifications support them to provide high quality advice and guidance, with training that meets the Gatsby benchmarks.

## Apprenticeships

Futures is on the governments Register of Apprenticeship Training Providers, delivering apprenticeships to both levy and non-levy paying employers. Developing the skills of a workforce with apprenticeship training is shown to improve productivity and create engaged staff. It's a cost-effective way to recruit and develop talent thanks to the Apprenticeship Levy and 95% Government contribution to costs for Small and Medium-sized Enterprises (SMEs).

## Apprenticeships Training Agency

Through Futures Employment Solutions, we offer a unique employment service where we're the legal employer for the apprentice. They work full time in the 'host employer', and we, the Apprenticeship Training Agency (ATA) recruit, employ and arrange the training.

We also provide employers with additional resources for mentoring apprentices, training and funding advice, DBS checks, finding and managing training providers and an independent health and safety assessment.



## Partnering Employers with Education

We link schools and employers together to create work experience placements and provide valuable insights into the world of work for students.

The placements allow students to experience the workplace and research different careers. They discover their strengths and develop soft skills such as communication and teamwork, giving them a boost of confidence in the classroom too. Work experience makes transition into work smoother and can energise students who need a bit of extra motivation.

It also provides opportunities for employers to achieve their Corporate Social Responsibility targets by volunteering to support school workshops and activities.



We believe in unlimited possibilities.  
For everybody.



That's why we're leading a change in careers, employment support and training that focuses on the whole person not just the job applicant. There's more to life than just a career. So our mission is to be at the forefront of careers advice, skills and support that turn ambition into a successful career and fulfilling life.





## Contact Us

To find out more, please don't hesitate to get in touch:

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Unlimited Possibilities