

EMPLOYMENT PROGRAMME



Introduction

FOSSILFIELD TRAINING CENTRE

Fossilfield Training Centre, established in 2021, offers a unique equine-facilitated youth development program that engages with local families, schools, and community organisations. The Centre focuses on addressing mental health issues among young people through a holistic coaching approach, aiming to improve relationships, reduce exclusions, and raise academic attainment in literacy and numeracy.

Located on six acres of peaceful rural grounds, Fossilfield provides a safe, inclusive environment where young people can develop strategies for lifelong learning and make positive life choices. The Centre's self-directed learning experiences and commitment to supporting marginalized youth, helping them reconnect with their communities and become valued contributors to society, and sets us apart from our competitors.



07850227524



Visit Our Website
www.fossilfield.co.uk

EMPLOYMENT PROGRAMME



The Fossilfield Employment Programme has been developed to allow opportunities for young people to overcome barriers that may prevent them from accessing the World of Work.

The programme offers a progressive, person-centred and self-paced approach and focuses around a unique and bespoke equine enabled activity.

The programme aims to:

- Empower young people
- Deliver opportunities that enable young people to achieve their potential and move towards employment
- Remove vulnerability through improving overall health & wellbeing
- Promote responsible citizenship
- Develop an appreciation for teamwork
- Create leaders
- Offer a supportive pathway into employment or further education/training
- Train potential employees that future employers can be confident in.

Fossilfield is a distinctive facility which breaks down barriers of affordability and accessibility often found within similar service types. The centre is a not-for-profit, grass roots organisation which encourages people from many different backgrounds and social groups.

Our programmes are suitable for those that:

- Want to grow and develop in an outdoor-based environment.
- Have found it overwhelming to engage in a mainstream.
- Requires support to overcome barriers.

ENTRY REQUIREMENTS



Eligibility criteria include any of the following:

- 16–24-year-olds (up to 26 years if care experienced) with additional support needs
- Economically inactive, or NEET young people (16–24 years)
- Young people (16–29) with learning disabilities/additional support needs
- All age long-term unemployed (12 months or more)
- All age people with lived/living experience including criminal/social justice and/or substance-related conditions
- All age support for paid or unpaid carers
- Adults with additional support needs
- Unemployed lone parents; parents with a disability or families with a disabled child; parents who have 3 or more children; parents who have a youngest child under 1
- Parents from minority ethnic groups and/or those with English as a second language

All participants must:

- Reside in East Ayrshire or South Ayrshire
- Have the right to live and work in the UK
- Be of working age (16–67)
- Please note: Participants may be younger than 16 but must be within 6 months of school leaving date. Schools must be able to confirm this.
- Require support to access labour market opportunities

Application for this programme is open four times throughout the year and offers:

- Low sensory training by a leading Industry Level 3 Coach
- Accreditation from the Scottish Qualification Authority
- Dedicated support that is specific to meeting individual requirements
- A blended coaching experience which runs for 12 weeks
- CV Building of skills, interests, qualifications and voluntary experiences
- Becoming part of Fossilfield Training Centre which runs regular discussions, seminars, training and annual events.

Application

Referral for application can be submitted from anyone of our approved pre-employment partners or alternatively an application can be made in person by anyone meeting the qualifying criteria.

STAGE 1 - LEARNING TO VALUE POSITIVE ROUTINES



The Fossilfield Employment Programme, designed for the NOLB Trusted Partner Framework, offers the Learning to Value Positive Routines course to individuals distanced from the job market to overcome barriers and develop the skills needed to access employment in a safe, non-judgmental environment.

What you will experience?

The aim of this course is to:

- Offer a controlled, nurturing environment to grow and develop.
- To open lines of communication.
- Offer an opportunity for engagement.
- Establish friendships.
- Discover own interests and talents.
- Develop positive routines.

Each participant will follow a simple routine set by their designated coach which requires attendance for a minimum of 12 hours over a 6-week period to complete a full induction training experience.

A typical routine may include, for example:

- Completing a full morning stable routine.
- Carry out a daily welfare routine for a small animal.
- Complete a routine facility maintenance check.
- Management of daily clerical duties.

On completing an Employment Training Workbook successful candidates will have met specific performance criteria including:

- Developing skills.
- Recognising talents.
- Regular attendance.
- Demonstrating resilience.
- Being part of a team.

Structure

Stage 1 – Learning to value positive routines is open for application all year round and offers a blended learning environment of both work-based training across the Centre's extensive facilities and review meetings within our bespoke training hub.



Teaching

Teaching takes place every Tuesday morning between 10–12 noon, meeting at the Stable Block where participants will be allocated an appropriate work coach.

Completion of the course is estimated to be about 6 weeks and offers progression on to our Stage 2 – Building confidence to become work ready Course.

Modules

There are 4 compulsory modules:

- Introduction to Health & Safety
- What to do in the event of an emergency
- Following instructions
- Importance of Routine

Assessment

Participants are assessed by a range of methods which will be fully explained in their student pack available during a course induction.

Accreditation

- SQA Level 2 Personal Achievements & Looking After Animals
- Level 3 Horse Care
- SQA Skill Awards

STAGE 2 - BUILDING CONFIDENCE TO BECOME WORK READY



Targeted at those distanced from the job market. The building confidence to become work ready course helps participants overcome barriers and develop the skills needed to access employment in a safe, non-judgmental, low-demand environment over 12 weeks.

What you will experience?

The aim of this course is to:

- Value the importance of goal setting.
- Engage in several learning experiences, including both training and voluntary work experience, for a minimum of 40 hours over a 3-month period.
- Achieve an accredited training award offered at Fossilfield, specific to individual interests.
- Represent Fossilfield during a public event.
- Attend 4 weekly review meetings.
- Work as part of a team.

Each participant will complete a minimum of 50 hours of blended training and voluntary experiences over a 12-week period that will create the basis of a CV that each participant can become confident in.

A typical Building Confidence in Becoming Work Ready Course will include:

- Identifying interests
- Accredited Practical Training
- Attending performance review meetings
- Participating in a number of voluntary opportunities
- Working as part of a team to organise and deliver a Fossilfield Community Open Day
- Exploring Careers

On completing an Employment Training Workbook, successful candidates will have met specific performance criteria including:

- Reaching a milestone
- Experiencing different opportunities
- Being part of a team
- Showcasing talents
- Volunteering
- Attainment
- Ability to make meaningful choices
- Learning about networking.

Structure

Stage 2 – Building Confidence to Become Work Ready is open for application four times a year, notably in December, March, June, and September ahead of course commencement in the following months. The course offers a blended learning environment of both work-based training across the Centre's extensive facilities, review meetings within our bespoke training hub, and supported voluntary opportunities within Fossilfield and with other trusted employment partners.

Training takes place every Wednesday morning between 10–12 noon, meeting at the Stable Block where participants will be allocated an appropriate work coach.

Completion of the course is estimated to be about 12 weeks and offers progression on to our Stage 3 – Vocational Training Course.

Modules

There are 2 compulsory modules:

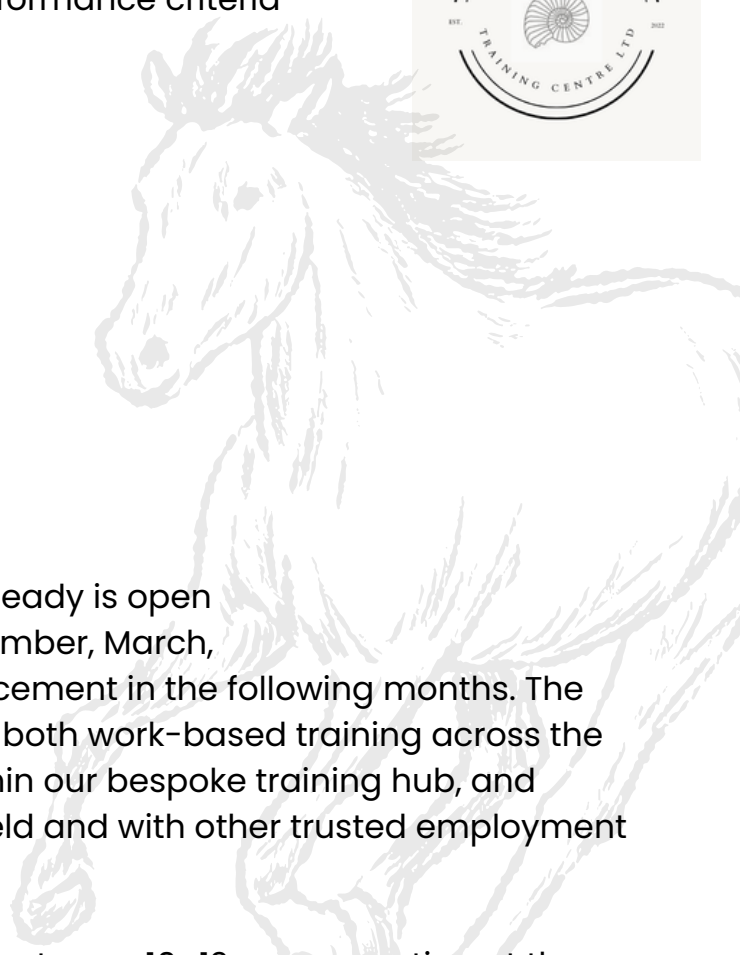
- Preparing for Employment
- Building Employment Skills

Assessment

Participants are assessed by a range of methods which will be fully explained in their student pack available during a course induction.

Accreditation

- SQA Personal Development: Personal Abilities L3
- AQA Skill Awards
- Horse Care Level 4
- Animal Care Level 3



STAGE 3 - VOCATIONAL TRAINING



The Fossilfield Vocational Training Course is targeted specifically at those previously distanced from the job market and who now require supported industry-specific training. This programme allows participants to develop the necessary skills and knowledge needed to secure their long-term sustainability within paid employment.

Teaching

Fossilfield Work Coaches are practitioners within various sectors across our industry. Working with these experienced professionals will enhance participants' skills and build confidence.

Teaching will be delivered through a mixture of practical activities. These are designed to generate informed discussions around set topics and will involve students reviewing their own performance.

Apart from the module convenors, a team of staff members will be available to assist with additional queries.

Where you will learn

Facilities

- Stable Block
- Small animal enclosure
- Workshop
- Community Garden
- Training Hub
- Information Hub

OFF CAMPUS (voluntary opportunities)

- Macq Property Management
- Muirdyke Stables
- Lucinda Russell Racing
- Crazy for Ruthie

About the Centre

Fossilfield Training Centre is an SQA Approved Training Centre. The Centre has consistently been recognised for the quality of teaching and coaching, and its central focus is on the role it plays in building confidence for those wanting to experience the World of Work within an outdoor and rural setting.

Career Paths

There is a very high rate of employment for our students within 6 months of graduation. We have specialist career advisers who organise events and assist with finding opportunities across Ayrshire and beyond.

What you will experience?

The outcomes of this course include:

- Building a CV
- Advancing into part-time work
- Becoming a valued team member
- Ability to self-regulate and work on own initiative
- Representing Fossilfield across our community

Each participant will complete a minimum of 160 hours of blended work-based training over a 12-week period.

A typical Vocational Training Course will include:

- Developing career-specific skills and knowledge
- Learning interview skills and applying for jobs
- Experiencing sustainable employment
- Demonstrating the ability to work on own initiative

On completing an Employment Training Workbook, successful candidates will have met specific performance criteria including:

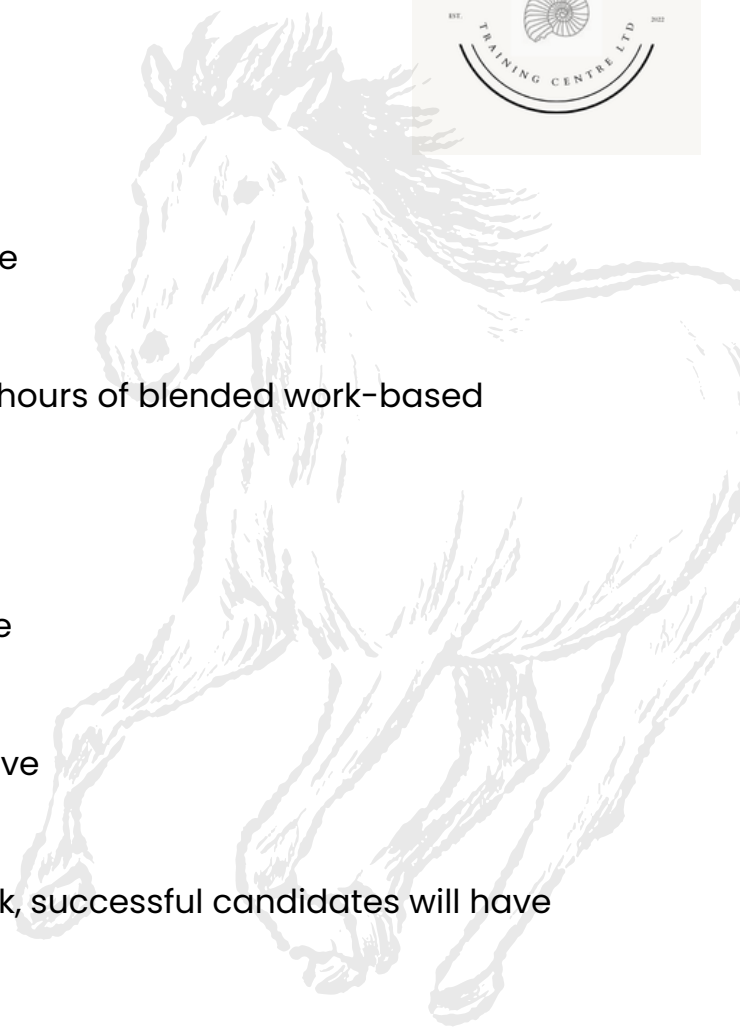
- Developing lifelong learning strategies
- Demonstrating leadership skills
- Exploring types of employment and entrepreneurship

Structure

Stage 3 – Vocational Training is open for application twice a year, in January and August. The course combines work-based training at the Centre's facilities, review meetings in our bespoke training hub, and a wage incentive work placement with approved external providers.

Training takes place every Friday from 9 AM to 3 PM, starting at the stable block, where participants are assigned practical activities. These lead to discussions and performance reviews in the training hub. Work placements are matched to individual preferences, subject to employer approval.

The course lasts approximately 12 weeks and offers progression to Stage 4 – Modern Apprenticeship or Stage 5 – Postgraduate Courses.



Modules

There are 4 compulsory modules and interviewing skills:

- Safe Working Practices
- Creating a CV and applying for jobs
- An introduction to contracts

Assessment

Participants are assessed by a range of methods which will be fully explained in their student pack available during a course induction.

Accreditation

- SQCF Level 5 Horse Care
- Level 4 Animal Care
- Level 3 Rural Skills

Fees and Funding

**To request current costings please contact
fossilfield@outlook.com**

