



INTUITIVE THINKING SKILLS®
Empowering people through education

Skills-Tu Employment

**Helping people with the biggest challenges get
back to work**



Our accredited delivery as a specialist starts right from our own recruitment and selection. We recruit from our own client base meaning our Coordinators have the added credibility of peers. Each tutor has a wealth of personal lived experience including past drugs/alcohol problems, homelessness, health, offending history and long term unemployment.

Having staff who have “been there and done that” demonstrates that our simple and passionate approach to problem solving works. The importance of employing credible and passionate Tutors in our sector makes success much more tangible and this simple message is essential to our success as a specialist in attitude change.

The Skills-Tu Employment programme provides knowledge, experience and practical solutions that change mindsets. Change is achieved through education, learning to challenge language, thinking and beliefs that reinforce and justify helplessness and by asking bold questions.

Challenges

Part of working with individuals with higher challenges is recognising they often come with years of unemployment, institutional dependence, involvement with mental health services, criminal records, long standing substance misuse problems, health inequalities and/or lack of academic qualifications. The people we meet are often a mixture of disaffected, apathetic, skeptical or resistant. This is why well skilled, peer-led delivery optimises our outcomes.

Delivery

Delivery is based in a classroom setting, with learning outcomes including NOCN Level 1 Award in Preparing for Learning, Employment and Career Progression, over a short yet intensive period of 5 3-hour sessions. Further follow up sessions ensure each learner is adequately performance managed via sensible and challenging targets set during classroom time and during the one-to-one and handover sessions.



Sessions include:

- Attitude behaviour change tools
- Overcoming procrastination
- Critical thinking skills
- Communication skills
- Passive voice recognition
- STAR technique
- SWOT analysis
- My personal marketing
- Action planning
- Follow up tasks

Referrals are taken from the local partnership and prospective learners, they are assessed and selected for motivation to change. Our busy Head Office handles thousands of referrals every year with the minimum of fuss ensuring students, tutors, management and partners receive the relevant information throughout the customers' experience.

We endeavour to have referrals processed with confirmation produced and sent to both referring agent and customer within 24 hours of contact.



Working with customers with the biggest challenges

Our approach is to give people knowledge and tools to improve their prospects using the skills and experience they already possess whilst also changing mind-sets. Often the objections that people find difficult to overcome are:

- Previous convictions
- Lack of experience/skills
- Perceived disabilities
- Mental health
- Fear of being worse off
- Wanting to change career
- Age
- Substance misuse problem
- A long time out of work

Skills-Tu Employment is a unique insight into achieving a happy and successful career that you can be proud of. We teach skills and knowledge to:

- Job getting – Why job seek, when a confident outlook will mean you stop seeking and use a proactive approach and start getting.
- Being successful at interviews – Getting across a good attitude to work and demonstrating you are worth the investment.
- Making your experience count - Even negative past experiences are valuable for employers since they demonstrate an attitude for change.
- Your first job – Knowing how to impress in your first month at work. How to manage feeling awkward and fit in?
- Learning on the job – Teaching people how to think critically and keep themselves open to change.
- Transfer past experiences and reapply learned skills.
- Upward mobility – It's not just about keeping a job it's about learning new skills, experience and progressing further.

Skills-Tu Employment Model

