

# Why Work as an... Employability Practitioner

A solution for your training needs and career progression

## ROLE OVERVIEW

The broad purpose of the occupation is to work with individuals who are distanced furthest from the labour market, helping them to address and overcome obstacles to securing suitable and sustainable employment. Employability Practitioners may specialise in working with a specific group of service users and will devise strategies to address and overcome the multiple and complex barriers to employment.

## KEY POINTS

- **Level:** 4
- **Duration:** 24 months + End Point Assessment
- **Entry requirements:** You may be required to undertake training in maths and English. See [HERE](#) for more information
- **Career progression:** The apprenticeship can lead to the Career Development Professional Level 6

## KNOWLEDGE REQUIREMENTS



- Use a wide range of holistic assessments and diagnostics that take into consideration the whole person, not just employability related factors
- Develop and use SMART, holistic and in-depth work-focused action plans that are user-led and agreed with representatives from other agencies and which considers the specific needs of different groups
- Understand different types of non-clinical behavioural change techniques
- Participate in practice development sessions, caseload reviews and observations to support the development of themselves and others
- Equality, diversity and inclusion, what they are, how to embed them within daily practice

## SKILL REQUIREMENTS



- Apply effective interviewing and questioning techniques to identify service user employability, career goals and aspirations and potential barriers to these
- Conduct routine compliance checks of service user records for own caseload and others, identifying areas for improvement and making recommendations
- Communicate to a high standard, both verbally and written, using a wide variety of different methods and adapting for different audiences, evaluating the effectiveness for continuous improvement
- Coach and mentor service users and colleagues and actively improve coaching and mentoring skills for themselves and others

## BEHAVIOUR REQUIREMENTS



- Has a 'can do' attitude, is enthusiastic and can inspire service users and colleagues
- Ambitious and determined to succeed, finding better ways of achieving business objectives even in the light of sustained pressure
- Has the capacity to respond to and recover from difficulties
- Provide encouragement and emotional help and support appropriately and where needed to service users and colleagues

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