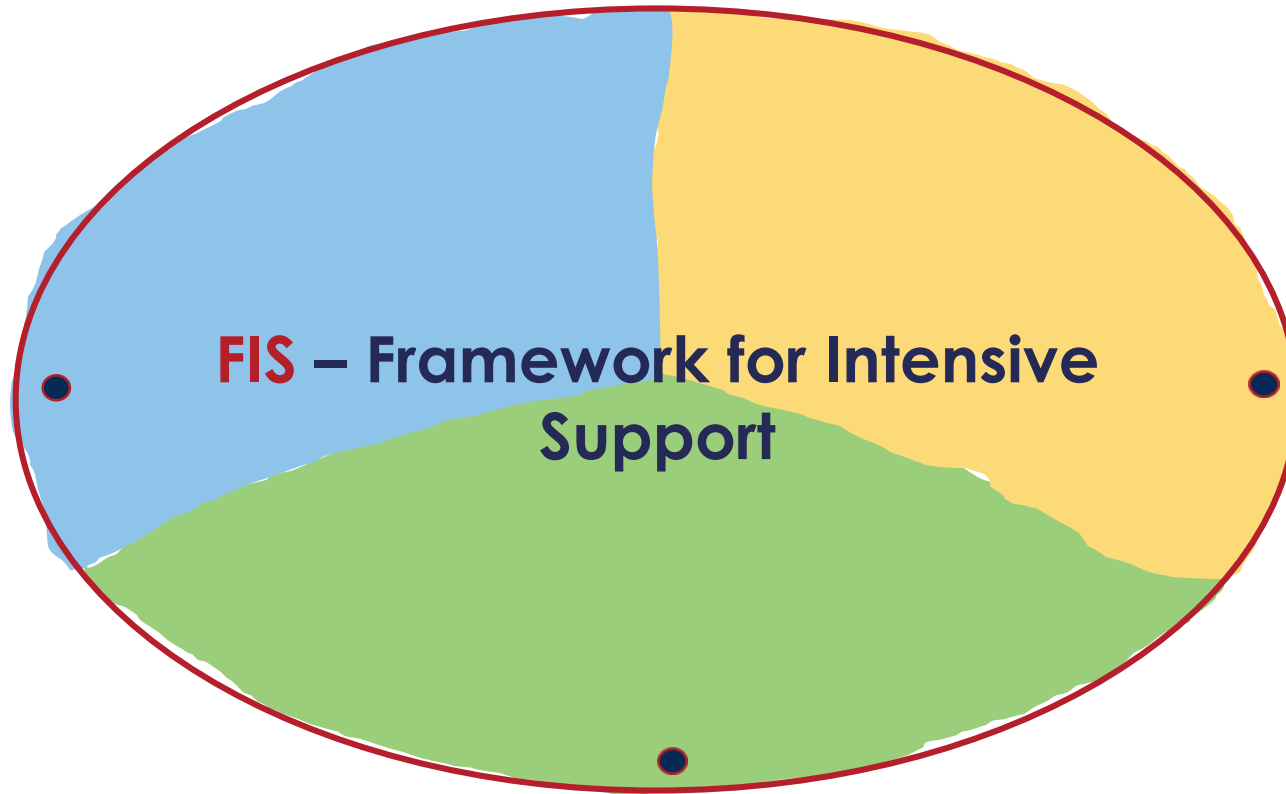


Are you ready?

Putting the **FIS** into employability assessments

How can we help young people be ready for the World of Work?

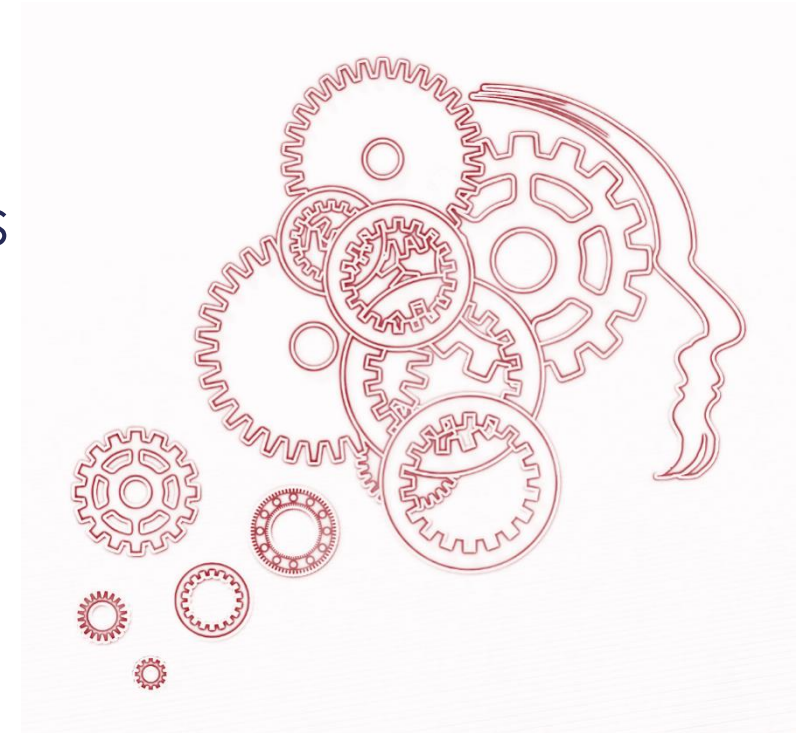


Themes & Dimensions

Motivation for Working			Career Skill				Getting into Work / Learning		
Resilience	Motivation	Confidence	Self Awareness	Decision Making	Behaviour	Job Search	Experience of Work	Qualifications	Opportunities

Motivation – The reason or reasons one has for acting or behaving in a particular way i.e. having the motivation to access opportunities and to be productive.

- Psychodynamic Roe and Maslow 1950's Theories
- Cognitive Behavioural Coaching Neenan 1996



Confidence – belief in oneself and one's own abilities: self confidence, self reliance, assurance

- Mental Toughness Clough, P & Strycharczyk, D (2012)
- Neuroscience Howard – Jones P. (2014)

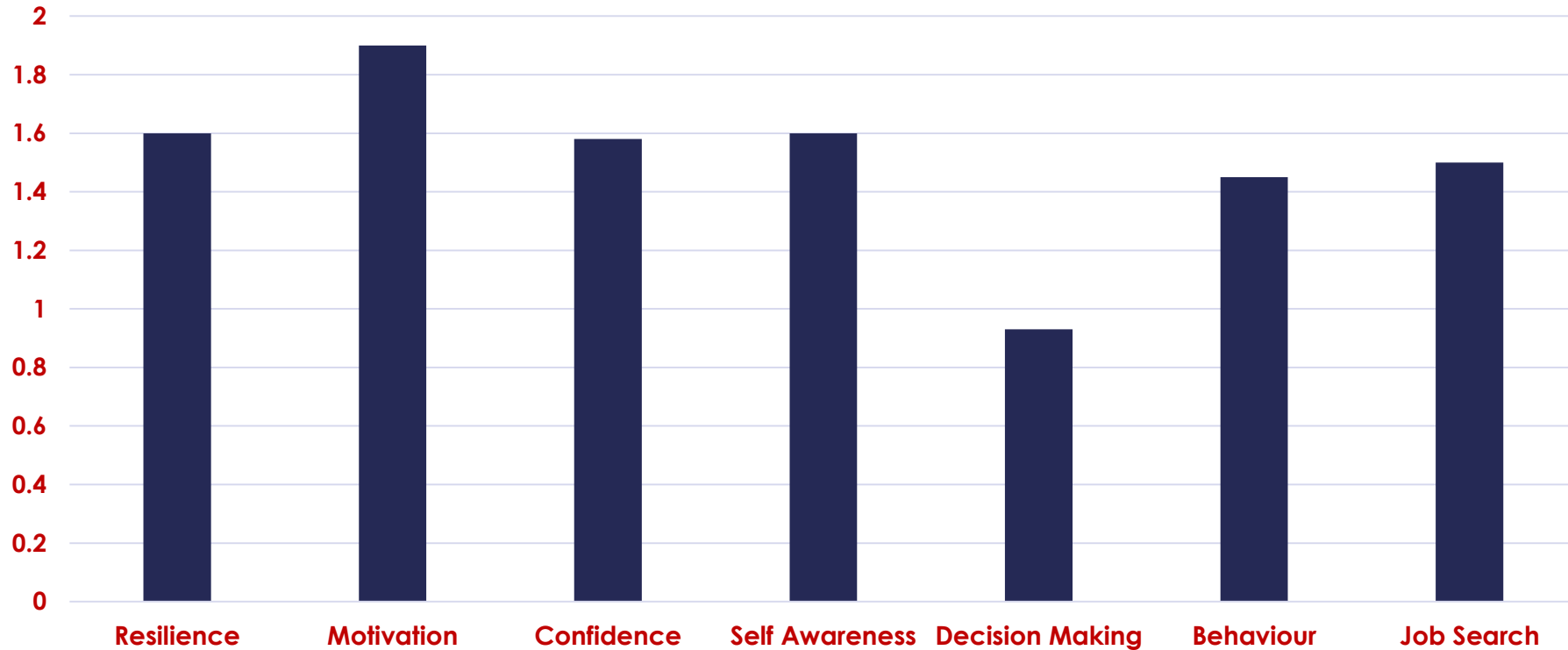


Behaviour – How to behave appropriately at work or in education, understanding the effects of your behaviour on others.

- Bourdieu, P. (1990) The Logic of Practice
- Kashefpakdel, E.T & Percy, C (2016) Careers Education that Works
- Cole, T, Daniels, H, & Visser, J (2012) The Routledge international companion to emotional and behavioural difficulties.



Dimension Impact



- 5 Month Programme
- As you can see, Motivation was the area that showed the greatest distance travelled, with Resilience Confidence and Self Awareness close behind.

How is this all relevant in Day to Day Practice?

1. Quick and easy resource activities and interventions ✓
2. Literature review, add to and build on your own resource ✓
3. Continuous Professional Development ✓
4. Resource tool stimulate idea on evidence based policy and practice ✓

Feedback

WHY DO YOU LIKE USING THE FIS? – *“I like the FIS because it helps to open up discussions with young people, it’s a tool I can use to start working with them and sometimes they are not able to start talking so by giving them something to look at and do really helps.”*

WHAT IMPACT DOES IT HAVE? – *“The FIS shows an individual the journey they’ve been on, they can see when they’ve moved forward”*



FIS Employment Assessment Cards **FIS Grid** **A PRODUCT FROM adviza BRIGHTER FUTURES**

Dimension	Motivation for Working			Career Skill			Getting into Work/Learning			
	Resilience	Motivation	Confidence	Self Awareness	Decision Making	Behaviour	Job Search	Experience of Work	Qualifications	Opportunities
1	I cope well with different problems and I learn from these	I am working towards my aims and I have a positive attitude	I feel good about myself and I am by my own laces	I know my strengths, weaknesses and capabilities	I make good decisions at the right time without support	I behave positively in the work/ learning place	I have a high quality CV and I have organised my job/ term portfolio in documents and presentations	I have 2 to 4 experiences of work	I have level 2 qualifications including maths and English	I understand and I have researched opportunities open to me
2	I can cope with most problems, but I sometimes need a little support	I am working toward my aims, but I need a lot of support	I know what I am good at and I am confident I will take on something new	I know my strengths and weaknesses but I need some support	I make good decisions, but I sometimes need support	I am confident in how to behave, but I've not had a chance to show it	I have a good CV and I have been to work for job/ my portfolio is missing	I have up to 2 experiences of work and I am clearer on what job I want to do	I am working towards level 2 qualifications, including maths and English	I have a good understanding of the opportunities, but I need a little support to find out more
3	I can cope with some problems, but I need some support	I really want to work towards my aims, but I need some support to take action	I think I know what I am good at, but I need some support to work on it	I am starting to know my strengths and weaknesses, but I still need support	I delay making decisions or do I need support	I know what employers/ tutors want and I know where I need to develop	I am looking for jobs, but I need support with this	I have a small amount of work experience, but I am still unclear about what job I want to do	I am applying for level 2 courses	I am starting to understand the opportunities, but I need some support
4	I get worried when things go wrong and I need a lot of support	I would like to work towards my aims, but I'm not doing anything about it	I am starting to believe in myself, but I need support to act on this	I don't know my strengths and weaknesses, but I want to find out	I can be shocked by decision making	I am starting to know what employers/ tutors want	I have started to look for jobs but I get confused by this	I am looking to get work experience and I have started looking	I am getting information on qualifications	I am getting some information on opportunities, but I need a lot of support
5	I need a lot of support when things go wrong	I know I have to work, but I don't feel bothered	I am good at a few things, but I have no confidence	I know other people's strengths and weaknesses, but I don't know my own	I know I need to make decisions, but I expect others to make them for me	I don't know how to behave in work/ learning but I want to find out	I'm talking about getting a job but I haven't done anything about it	I am thinking about work experience, but I haven't got any	I am talking about qualifications, but I haven't done anything about it	I have some interest in opportunities, but I need a lot of support to get started
6	I can't cope when things go wrong	I am not interested and I don't see the point of working	There is nothing I can do or offer	I don't know my strengths and weaknesses	I don't make decisions or I don't see the point	I don't know how to behave in work/ learning and I don't want to find out	I have no interest in getting a job	I have never worked and I don't want to	I have no qualifications and I have no interest in getting them	I have no interest in opportunities

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Any Questions?
Stand Number 27