



The Employment Related Services Association (ERSA), the membership body for the employment support sector, is pleased to announce the 2018 ERSA Employability Awards, sponsored by [Clarion Futures](#).

The awards, now in their sixth year, aim to celebrate and champion best practice from across the employment related services sector, highlighting the day-to-day hard work and dedication of individuals and organisations in the sector working together to help jobseekers in their journey towards, into and progress in work.

The ERSA Employability Awards welcomes applications from all organisations supporting jobseekers into employment or to progress in work, including the criminal justice system, health service, housing associations, employers, local authorities, Jobcentre Plus, training providers, Information, Advice and Guidance, colleges or universities. **You do not have to be a member of ERSA and there is no charge to apply.**

There are ten award categories designed to showcase the breadth of work taking place within the sector.

The award categories are:

- **Disability and Health Employment** – *sponsored by ICONI*
- **Youth Employment** – *sponsored by entitledto*
- **Innovation**
- **Partner of the Year** – *sponsored by Shaw Trust*
- **Adviser of the Year** – *sponsored by Alderwood*
- **Team of the Year** – *sponsored by Jobskilla and Institute of Employability Professionals (IEP)*
- **Large Employer of the Year** - *sponsored by Reed in Partnership*
- **Small or Medium Employer of the Year** - *sponsored by Novus*
- **Significant Achievement** - *sponsored by Working Links*
- **Lifetime Achievement** - *sponsored by Pluss*

The descriptors and criteria for each category are set out overleaf.

If you have any queries about the awards criteria or the process, please do get in contact with the ERSA team: Jack Thurston – Jack.Thurston@ersa.org.uk or Laura Benfield at Laura.Benfield@ersa.org.uk / 020 3757 9415.

Our best wishes and good luck to all entrants.
The Employment Related Services Association



Short Descriptor: Recognising an employment services provider who has demonstrated exceptional commitment in supporting jobseekers with disabilities and health conditions to achieve sustained employment.

Long Descriptor: This award seeks to recognise an exemplar provider who has demonstrated exceptional dedication in helping disabled people and those with health conditions overcome barriers to enter and maintain work. Providers who may be suitable for nomination will:

- Have recognised expertise in helping unemployed people to manage specific limiting disabilities and health conditions in a vocational context.
- Have shown innovation in adapting provision to meet the needs of disabled jobseekers and those with health conditions.
- Have demonstrably raised the profile of jobseekers with disabilities and health conditions with employers, challenging and overcoming traditional objections and prejudices.
- Have achieved market leading performance levels for jobseekers with disabilities and health conditions.

The award winner will have an exceptional track record in helping jobseekers with disabilities and health conditions into sustained employment.



Short Descriptor: Recognising an employment services provider who has demonstrated exceptional commitment in delivering employment services for young adults.

Long Descriptor: This award seeks to recognise an exemplar provider who has demonstrated exceptional dedication to helping young people (aged 16 – 24) overcome barriers to enter and maintain work.

Providers who may be suitable for nomination will:

- Have demonstrable expertise in helping young people to overcome age-specific work barriers, such as young parenthood, educational disengagement, gang culture, family breakdown, or similar issues.
- Have developed innovative delivery methods which build rapport with, and practically involve and engage, young people, building motivation, confidence and self-esteem.
- Have achieved market leading performance levels for young people, including job outcomes and progression into other forms of training and learning.

The award winner will have an exceptional track record in supporting young people into sustained employment and an effective understanding of how to get the best from them.



Category sponsor

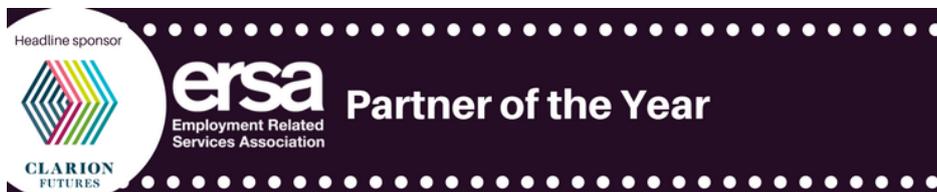
Forward

Short descriptor: Recognising a provider who has pioneered innovative approaches and solutions within the employment support market.

Long Descriptor: The award seeks to recognise a provider which has pioneered effective new approaches and/or solutions within the employment related services market.

Entrants should be able to:

- Describe clearly what their approach or tool is, and why it has been developed.
- Demonstrate the originality of the innovation to show that it might not otherwise be considered as standard sector practice.
- Show how the innovation has had a specific and measurable beneficial impact to the sector. This impact might manifest itself through benefits to jobseekers, employers or other parties.
- Ideally demonstrate that their innovation is transferable within different types of employment services provision and in different localities.
- Represents a cost effective investment of funding.



Category sponsor

ShawTrust

Short Descriptor: Recognising excellence as a delivery partner in the field of employment support.

Long Descriptor: The award seeks to recognise an exemplar organisation delivering employment support directly to jobseekers on behalf of, or with, another provider (or providers) as part of a subcontracted or partnership agreement. In particular, judges will be looking for evidence of how this organisation's impact is having a demonstrable impact on the prospects of jobseekers entering and/or sustaining employment, whether through the provision of 'end to end', specialist or other services.

Entrants should address the following criteria:

- Be clear about the geography of delivery and profile of jobseeker with which you are working, and how you have tailored your services to meet the needs of this cohort.
- Provide quantitative evidence that performance is good (and preferably improving).
- Provide qualitative evidence of the positive impact of services delivered. This may take the form of customer or partner feedback.
- Explain how you support service provision outside your direct delivery, through best practice sharing with partners.

It is desirable that the entrant's application is endorsed by their prime contractor or partner to verify their claim of being an exemplar partner.



Category sponsor

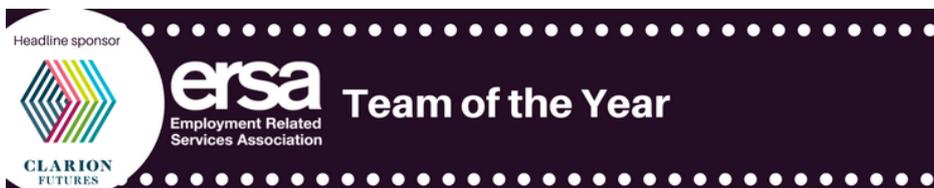
ALDERWOOD

Short Descriptor: Recognising an employment adviser who has demonstrated exceptional commitment in a frontline role.

Long Descriptor: This award seeks to recognise an individual employee in a frontline role who has demonstrated exceptional commitment, either through directly helping jobseekers to overcome barriers to enter and maintain work or supporting employers to employ and support in employment jobseekers who have been long term unemployed. Employment support providers are asked to nominate employees who:

- Have gone above and beyond the reasonable expectations of their employer (and of the wider industry), in their commitment to customer service.
- Have a sustained track record over a significant period of time of demonstrable high performances
- Have supported colleagues to embrace a customer-centred ethos, leading by example and helping co-workers to apply best practice in the support they provide jobseekers.
- Attract testimonials from current and previous customers (whether jobseekers or employers) who can vouch for the specific impact that their efforts have made to their personal lives or operations.

The award winner will be a truly inspiring industry exemplar of how effectively and compassionately to support the long term unemployed into successful and sustainable employment.



Category sponsor



Short descriptor: Recognising a team of frontline staff which has demonstrated outstanding commitment in meeting and exceeding the delivery aims of an employment provider.

Long Descriptor: This award seeks to recognise a team (comprised of between three and 50 people) which has gone above and beyond what is required of them to ensure their organisation delivers the best possible services for jobseekers and/or those wanting to progress in work.

Teams which may be suitable for nomination are likely to:

- Have a proven track record of delivery over a significant period of time.
- Through consistent delivery, created and maintained strong working relationships with employers.
- Have influenced or inspired the approach of other teams within their organisation and/or other organisations within the sector.
- Attract testimonials from current and previous customers (whether jobseekers or employers) who can vouch for the specific impact that the team's efforts have made to their personal lives or operations.

The award winners will have an outstanding track record of supporting jobseekers/former jobseekers and a steadfast commitment to employment support.



Category sponsor



Short Descriptor: Recognising a large employer who has demonstrated exceptional commitment in creating opportunities for disadvantaged and long term unemployed jobseekers.

Long Descriptor: This award seeks to recognise a large employer (employing more than 250 staff in the UK in total) who has demonstrated exceptional dedication to helping jobseekers overcome barriers to enter and maintain work.

Employment support providers are asked to nominate employers who have:

- Forged strong and enduring partnerships with employment support providers.
- Made a proactive and demonstrable commitment to recruiting significant numbers of jobseekers participating in programmes run by employment support providers.
- Made a practical contribution to the delivery of employability provision, such as providing work experience opportunities, mock interviews, or workplace visits.
- Shown commitment to the previously unemployed jobseekers who they have recruited, helping them to sustain their employment, develop new skills and achieve career advancement. This might include a commitment to in-work progression opportunities for employees.

The award winner will have a positive social community impact and will have demonstrated a real dedication to supporting the long term unemployed into successful and sustainable employment.



Category sponsor



Short Descriptor: Recognising a small or medium employer who has demonstrated exceptional commitment in creating opportunities for disadvantaged and long term unemployed jobseekers.

Long Descriptor: This award seeks to recognise a small or medium employer (employing less than 250 staff in the UK in total) who has demonstrated exceptional dedication to helping jobseekers overcome barriers to enter and maintain work. Employment support providers are asked to nominate employers who have:

- Forged strong and enduring partnerships with employment support providers.
- Made a proactive and demonstrable commitment to recruiting jobseekers participating in programmes run by employment support providers.
- Made a practical contribution to the delivery of employability provision, such as providing work experience opportunities, mock interviews, or workplace visits.
- Shown commitment to the previously unemployed jobseekers who they have recruited, helping them to sustain their employment, develop new skills, and achieve career advancement. This might include a commitment to in-work progression opportunities for employees.

The award winner will have demonstrated a real dedication to supporting the long-term unemployed into successful and sustainable employment.



Category sponsor



Short Descriptor: Recognising a specific jobseeker who has demonstrated exceptional commitment to overcoming barriers to enter and maintain work.

Long Descriptor: This award seeks to recognise a successful former jobseeker who has demonstrated exceptional commitment to overcome significant personal and/or social barriers to enter and maintain employment. Employment related services providers are asked to nominate jobseekers who:

- Have surpassed expectations in overcoming barriers to work.
- Have demonstrated personal dedication above and beyond expectations to improve their employability.
- Have successfully moved into sustained employment and grown in their job to acquire new skills and responsibilities.
- Have acted as a positive role model in inspiring other jobseekers to follow their example.
- Attract testimonials from advisers and their employer, who can vouch for the journey that has been undertaken and the success achieved.

The award winner will be a truly inspiring individual who will have overcome adversity and demonstrated immeasurable dedication to overcome barriers to work and achieve sustained employment.



Category sponsor



Short Descriptor: Recognising an exceptional individual who has dedicated a significant part of their career to the employment related services sector and has made a notable impact on the wider sector.

Long Descriptor: This award winner will be selected by an expert panel, recognising an individual who has demonstrated exceptional commitment to the employment related services sector and has made a significant contribution to the industry. Candidates are likely to:

- Have shown a long term commitment to the employment related services sector.
- Have achieved recognition across the sector as a thought leader and innovator.
- Have made a national impact in improving industry practice, raising the profile of the sector and enhancing the prospects of unemployed people.
- Have acted as a positive role model in inspiring other practitioners.

The award winner will be a truly inspiring individual who will be nationally recognised as a champion and ambassador for the sector.

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