



Case Study: Moray Summer Employability Programme

The Moray Summer Employability Programme 2025 supported young people aged 15-to-18 who were leaving school and at risk of disengaging from education, training, or employment.

The summer holiday period is often a vulnerable transition point where young people can lose contact with support systems. To address this, the programme offered two intensive days per week of structured, supportive activity throughout the summer.

The programme was co-delivered by Moray Council Employability Team in partnership with:

- Mentoring Young Talent Team
- Developing the Young Workforce Moray
- Skills Development Scotland (SDS)

Rooted in youth work values of voluntary participation, relationship building, and empowerment, the programme benefited from existing relationships between youth workers and young people, supporting strong engagement. Youth workers created safe, inclusive spaces that fostered reflection, skill-building, and confidence, enabling personal development and progression.

- 100% of participants moved onto a positive destination
- 65% progressed to college
- 27% joined personal and social development programmes
- 8% secured employment



Approach

The partnership approach, facilitated by the youth work services team, enabled a holistic offer that no single service could have delivered alone. By combining the strengths of statutory, third sector, and employability partners, the programme:

- Provided access to diverse learning experiences
- Enabled a multi-agency referral and evaluation process
- Built on existing relationships and trust
- Promoted a culture of continuous development

The programme was underpinned by a youth work approach, but success was driven by the collective strengths and expertise of all partners. The youth work team supported regular review and reflection sessions to ensure delivery remained responsive to young people's needs.

"H had not attended school for around 3 years. Before the programme, he was anxious about large groups and making friends. During the summer, he built lasting friendships and is now much more sociable. He has since started college, where those friendships have supported his transition."

-Key Worker



"J struggled with friendships and experienced trauma as a care-experienced young person. She formed a strong bond with another participant, which has helped her feel understood and less isolated. She now has someone she can relate to, which has boosted her confidence and wellbeing."

-Key Worker



"I feel better in myself. I've improved in speaking to more people."

-Young Person



"M found group situations difficult at school. Through the programme, he gained confidence and now attends youth sessions like Xplore with less anxiety, keen to keep building his independence skills."

-Key Worker



Impact

Evaluation was structured around the Youth Work Skills Framework, focusing on 5 key skills:

Confidence	I can participate in new opportunities and experiences I can identify the new skills and knowledge I've developed
Resilience	I can keep going even when I'm finding things difficult
Looking After Myself	I can identify my goals and take action to achieve them
Building Relationships	I can engage with people outside my friendship group I can build relationships, respecting professional boundaries
Communication	I can communicate using a range of methods I can listen to other people's opinions

Evidence gathered demonstrated that all participating young people made improvement in 2 or more skills.

LOOKING AFTER MYSELF

59%

of young people made progress in self care

RESILIENCE

59%

of young people were more resilient

CONFIDENCE

88%

of young people improved in confidence

BUILDING RELATIONSHIPS

65%

of young people were better equipped to build relationships

COMMUNICATION

88%

of young people made progress in their communication skills

