

Rhondda Cynon Taf's Employment Pathway aims to provide equitable access to employment support and opportunities that align to emerging local labour market needs and employers.

Partners have worked together to develop a streamlined, strategic approach that ensures services and organisations work collaboratively to provide sufficient and appropriate support, training and guidance, to enable people to gain and sustain paid employment of their choosing.

The Employment Pathway has recently been updated to reflect Welsh Government's modelling.

There are five phases to the WG and RCT Employment Pathway for adults and young people.

Entry can be at any Stage/Tier determined by the needs of the person.



Stage/Tier One – Getting Involved

Those who are furthest from the labour market e.g.

- Not yet ready to work
- Not interested in working
- Need support to engage with employability and skills provision.

Stage/Tier Two – Becoming More Employable

Those who need support to increase personal, technical and transferable skills and experience relevant to work e.g.

- Those with no or low skills
- Those with little relevant and/or current quotable experience

Stage/Tier Three – Getting a Job

Those who need limited support to take the final steps to secure fair work e.g.

- People who have only recently become workless
- Those with single or simple barriers

Stage/Tier Four – Staying in the Job

Appendix 1 Rhondda Cynon Taf's Employment Pathway

Those who are at risk of disengaging from work and those more sensitive to labour force changes; those more likely to be in or at risk of in-work poverty e.g:

- those recently employed following support.
- low or unskilled and low paid
- underemployed, zero hour contracts holders, those working in the gig economy and those affected by welfare reform e.g. UC
- employed people with significant dependent care needs or work limiting health conditions etc

Stage/Tier Five – Progressing in Employment

Those who are relatively secure in work but who are unlikely to progress e.g.

- low skilled workers unable to access training opportunities without additional support
- workers, however highly skilled, whose skills do not match with their current job or industry
- those working in a declining industry or occupational sector.