

# AY GROUP



**Acknowledging Youths Group (AY Group) is the “one-stop-shop” to go to when you think of reducing unemployment among young adults.**

**AY Group has an education arm (Acknowledging Youths CIC) and a recruitment arm (Acknowledging You Recruitment Ltd.). Both arms work together to make the social impact that we stand for.**

When a young person comes to Acknowledging Youths CIC, he/she may not be properly work-ready; so we assess them and prepare them for work. Initially, we focus their attention on what they wish to achieve; then we iron out with them what we can do for them; and finally, we provide them with appropriate tools and skills, and entirely support them through their journey until they achieve their specified goal.

AY Group delivers high-quality training courses, and provides support with internships and work experience for young people who wish to succeed in the world of work. Our organisation aims to fully involve volunteers in the work of the organisation.

## HEAD OFFICE

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| [www.ay-group.org](http://www.ay-group.org)

| [www.ay-recruitment.com](http://www.ay-recruitment.com)

# OUR SERVICES FOR YOU

**TEND** – Teach Educate Nurture Develop (Tend to their Needs)

**T**each mind, body and soul.

**E**ducate young adults

**N**urture talent, dreams, aspirations and capabilities.

**D**evelop and guide young people and adults to succeed.

- AY Group is aiming to improve the prospects of young adults. We want to create better chances for them.
- It is our aim to increase a young adult's confidence and economic well-being. What we are expecting and hoping for the future

is a generation more engaged in learning and who, in the long run, are able to pass that positive mind-set onto their children.

- The education and teaching courses that are developed and delivered by AY Group are accredited by ASDAN.
- The full range of our qualifications and programmes remain approved by DFE and OFQUAL for use in schools. Through these consistent evaluations, AY Group is aiming to set high standards in service delivery: this will ensure that all our objectives and values stay effective and attainable.

## WORKING WITH AY GROUP

Creates an opportunity to nurture a young adult, who has skills and capabilities relevant to your organisation's needs, while providing an opportunity for a young adult who may come from a disadvantaged background, to experience real work, build their confidence and develop a strong work ethic.

## ADVERTISE WITH US

You can increase your chances of finding the right person for your company by advertising your vacancies on our platform which will be used by thousands of jobseekers.relation to the job you want.

## PAYMENT BY RESULTS

**Input:** Recruitment from a socially responsible recruitment service.

**Processes:** Candidates vetted by AY Group

**Outputs:** Candidates coming from AY who have passed a probation period/who have good feedback at the end of fixed term contract.

**Outcomes:** Companies spend less time and money training new staff: turnover is reduced.

**Impact:** Disadvantaged young adults get a new opportunity and a new, more socially responsible process is introduced to the recruitment sector.

## BROKERAGE SERVICE

Our job-brokerage service will source job-ready candidates for vacancies whilst supporting local people in their job applications.

We provide solutions for several types of employment relationships: contract-to-hire; long-term project; short-term hire; direct placement.

We actively promote and advertise your vacancies.

## VOLUNTEER RECRUITMENT

The vast majority of people volunteer because they want to do something good for others. Helping them to understand how their role is having an impact in the wider world, and the difference they are making, can be a huge buzz – so it is always worth taking some time to let them know what difference they are making.

Not all volunteers are looking for development in their role, but for those who are, you should try to tailor your company's support to meet their needs. A key to attracting volunteers is to understand what motivates your volunteers. Also, ensuring that the volunteering you offer will help to support this motivation where feasible.