

Employability Group Descriptors



Thriving Communities provide employability support to residents of South Ayrshire through a Stage 1-5 Skills Pipeline.

Undernoted details of our employability groups and courses (Stage 1 – Stage 3), please refer to the timetable to see what groups are currently running.

Employability Drop In / Digital College

Participants can drop in to our various locations to receive CV, application and interview support. Additionally, participants have the option to complete online digital training courses gaining qualifications in a number of subject areas in order to aid employment opportunities and enhance skills and knowledge.

Hairdressing Group

An introduction to hairdressing, giving participants the opportunity to learn practical skills such as blow-drying, foil application and festival hair styling. Participants will also develop teamwork, timekeeping and customer service skills, while building a portfolio and gaining an insight into a career in the hairdressing industry.

Creative Group

An engager group for young people who often lack confidence in groups. Relaxed and calm environment where clients can try a range of arts and crafts including clay modelling, diamond art, water colour, canvas painting and flower making.

Confidence Bulding

A confidence-building course delivered in partnership with occupational health professionals, helping participants understand the impact confidence has on themselves and those around them. Participants will develop techniques to build and project confidence, while working together to plan and deliver a team-building event in the final week of the programme.

Gym Group

A weekly gym programme to support clients to increase physical ability while boosting mental health and encouraging routine and structure.

Driving Theory / CSCS

Both groups support participants to work towards their Driving Theory or CSCS test. Groups are computer-based using multiple choice mock tests as well as interactive quizzes to support learning.

Football Group

This group provides a supportive and inclusive environment where participants can participate in fun football sessions, while enhancing their mental health, building peer relationships and developing new skills. The group goal is to support personal growth, career development and overall wellbeing through sport, with a focus on both physical and mental wellness.

Teambuilding Group

A group with a focus on getting participants to engage in various problem-solving exercises to support the development of teamwork and communication skills while having fun.



Look out for new activities being added!



Thriving Communities - Employability



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Boardgame Group

The boardgame group is a relaxed environment that allows participants to play a range of boardgames and interactive quizzes. The group focuses on social interaction, team work and developing the soft skills needed to progress through the programme. The group also encourages peer support and provides an opportunity to build friendships and confidence in group situations.

Men's Group

A group for men to come together to socialise and work on practical projects and hobbies. The group encourages conversation, shared experience and aims to improve connectedness and wellbeing.

Interview Skills

This 6 week course supports participants to develop effective interview skills through a combination of theory and practical activities. Participants will gain an understanding of what employers look for in candidates and learn how to perform confidently and professionally in interview situations. The course is designed to remove the uncertainty associated with interviews, helping participants build both their confidence and their ability to succeed.

Youth Stage 2

This 10 week programme supports participants to develop their employability skills, with a strong focus on personal development, while working towards the Employability Award and Personal Development award both at SCQF Level 4. The programme is delivered over two days per week, with one day dedicated to interactive group-based learning and the second focused on completing accredited coursework.

Adult Stage 2 (Running from 28th September 2026)

This 6 week course helps participants identify and build on their existing skills and knowledge, developing them in line with the demands of today's job market. Through practical, hands-on learning, participants will gain the confidence, skills and experience needed to progress into a work placement or employment.

SES Stage 2

This 12 week programme supports participants at Stage 2 of our Specialist Employability Support, focusing on personal development and employability skills. The programme is designed to address the additional barriers to employment that may arise from an additional support need, disability and/or long-term health condition. Through tailored support and development activities, participants will build confidence, develop workplace skills and enhance their readiness for employment. Participants will also work towards achieving the Skills for Customer Care qualification at SCQF Level 4.

Youth/Adult Stage 3

During Stage 3, participants complete 2 day work placement in a vocational area of interest while working towards the Preparation for Employment qualification at SCQF Level 4. This combination of practical experience and accredited learning helps participants develop the skills and confidence needed to move into employment.

Dynamic Youth Award

As part of the early stages of the programme, young people are supported to identify, record and accredit their achievements, helping them recognise their strengths and potential. Participants complete a self-selected challenge and, on completion, achieve an SCQF Level 3 qualification, providing formal recognition of their learning and development.