



**TURNING POINTS**



**EVOLVING HORIZONS**



**OPERATION BASECAMP**

**THEORY OF CHANGE**



|                   |  |  |  |
|-------------------|--|--|--|
| <b>AIMS</b>       | To enhance long-term employment prospects by arranging work-based activity.  | To enable individuals to access training and qualifications to improve their employability and discover their potential.             | To offer a range of experiences to inspire young people to realise their potential and find a future direction for their career.                                     |
| <b>NEEDS</b>      | We have identified the need to attract new recruits and enhance skills in the workforce of the waste management sector.  | We have identified the need for more training and professional development opportunities to tackle unemployment.                     | We have identified the need for more accessible career pathways and opportunities to raise aspirations in those who face challenges.                                 |
| <b>ACTIVITIES</b> | We will facilitate work placements and experience, job shadowing and trials. These opportunities will be sector-specific as we believe that seeing is believing. | We will provide training workshops, support to achieve qualifications, pastoral support, and employer mentoring.                     | We will provide advice and guidance to share life skills and explore career options.   |
| <b>OUTPUTS</b>    | <b>OUR ACTIVITIES WILL RETURN</b><br>Job starts for young people and adults; successful work placement weeks; employer encounters.                               | <b>OUR ACTIVITIES WILL RETURN</b><br>Training and workshops; qualifications; employer encounters.                                    | <b>OUR ACTIVITIES WILL RETURN</b><br>Informed and inspired young adults; enhanced employment prospects.  |
| <b>OUTCOMES</b>   | <ul style="list-style-type: none"> <li>&gt; Improved confidence and motivation.</li> <li>&gt; Increased job readiness and employability.</li> </ul>              | <ul style="list-style-type: none"> <li>&gt; Improved knowledge and understanding.</li> <li>&gt; Increased qualifications.</li> </ul> | <ul style="list-style-type: none"> <li>&gt; Clear career pathways into various sectors.</li> <li>&gt; Progression to employment, education, and training.</li> </ul> |
| <b>IMPACT</b>     | Career pathway, increased retention, and raised aspirations.   | Increased work readiness, broader field of recruitment and horizons.   | Engaged and work ready people seeking meaningful employment.   |

**WE HAVE A VISION THAT ALL WORKPLACES WILL BE TRULY INCLUSIVE AND CREATE BRIGHT FUTURES FOR ALL.**

