

FOR THE PREPARED

2024



PROUD

Climate. Conflict. Inequality

Palladium has spent 60 years working with governments, businesses, investors, and communities to solve the world's most pressing challenges. Our clients trust us to design and implement complex, large-scale programs in any environment, creating lasting impact where it's needed most.

In the UK, this includes delivering DWP's flag-ship Employment Support programme: Restart, as a subcontractor to Fedcap in Hampshire and the Isle of Wight; delivering innovative DWP cohort specific programmes e.g. Long-term unemployed people, MAPPA, Prison Leavers, providing ESOL; Palladium is also a Prime provider of the Home Office funded Refugee Employability Programme across the Southeast of England.

Caroline Bostock, Director of Employability and Community Services: "Palladium is a proud supporter of the IEP as we are committed to promoting the further professionalisation of the employability sector. We're keen to ensure that this life-changing work is properly supported, recognised, and rewarded".

We deliver programmes in partnership with organisations across the sector, please contact Caroline (caroline.bostock@thepalladiumgroup.com) to explore how we can work together.

ES
ST
M
E
T
H
O
D
S

CHAIR'S FOREWORD

PAT RUSSELL FIEP

2024 has been a transformative year for the IEP, and I am proud to reflect on the progress we have made in supporting our members and our Fellowship community. With the recent change of government and a renewed emphasis on employment standards and quality work, the IEP stands ready to support reforms that align with our mission of equipping employability professionals with the skills and knowledge they need to always make a meaningful difference.



At the core of our work is our commitment to listening to our members. Our 'You Said, We Did' campaign has been instrumental in shaping our priorities. Based on member feedback, we have developed new resources, expanded our support, and refined our services to ensure we are addressing the specific needs of our community.

We responded to calls for more streamlined services and greater accessibility and we have made a major investment this year in building our new CRM and website. This investment ensures that members and partners can easily access our full range of member services, learning opportunities, qualifications, and a comprehensive calendar of events, all in one place.

This feedback-driven approach means that everything we do is designed with your needs in mind, from practical resources to regional networking and learning events.

Our vision—'Employability Professionals everywhere are the best they can be'—guides our efforts to bring the best of global insights into our services. Through our international collaborations, we are continuously gathering evidence of 'what works' and using these insights to enhance our services.

The award-winning Quality Improvement Framework (QIF), is a great example of how global input informs practice. As the only bespoke framework for the employability sector, the QIF sets a new standard, and we are really grateful to everyone who contributed to its creation.

We are also building on our Fellowship community, which is central to driving excellence and innovation in employability. The return of the Fellows Lecture, the establishment of the Fellows Collectives across all our operations, and the creation of the Global Fellows Collective have strengthened our network and enriched the sector. Our Fellows are not only respected leaders but also dedicated contributors to knowledge-sharing and best practice, helping to shape the future of employability services.

Thank you to our members, partners, and Fellows for your continued support. Together, we are building a future of excellence and innovation in employability, with a focus on delivering meaningful, impactful services.

With gratitude,

Pat Russell FIEP
Chair
IEP



A YEAR IN REVIEW

GROUP CEO – SCOTT PARKIN FIEP



As Group CEO, it's an honour to reflect on the achievements of the past year, which has seen the IEP grow both in the UK and internationally. With the new government now in place, there is a renewed focus on employment standards and quality work, which aligns closely with our mission of supporting employability professionals to help people overcome barriers and achieve sustainable employment.



The IEP offers a wealth of learning, knowledge, skills, and career development opportunities, designed to support practitioners in their everyday work while also enabling them to advance professionally. Our carefully designed career pathways guide members at every stage of their career, connecting them with resources and insights from both the UK and our global network to help them grow, develop, and excel in this sector.

In response to feedback and the need for a more accessible and streamlined experience, we made a major investment this year in building a new CRM and website. These enhancements have been designed to significantly improve the user experience for our members and partners. The upgraded platform provides a one-stop hub where members can access the entire range of IEP services, from qualifications and learning opportunities to the extensive event calendar, all in one central location. We encourage all members to actively engage with the platform, log in, create their profiles, and make use of the valuable resources available.

This year, we also celebrated the success of our award-winning Quality Improvement Framework (QIF), developed in collaboration with mesma, the good employability company, and other partners, and piloted in the UK, Australia, Sweden, and Canada. The QIF sets a recognised standard for service quality, and we are grateful to all the organisations that contributed to its development and continue to participate in pilots to refine and improve this essential framework for the sector.

Our international partnerships play a crucial role in informing our UK services. Project DEEP, our first established Centre for Excellence, was launched in partnership with Serco to advance quality, workforce development, and policy influence in the employability sector. This model inspired further development with Asuria, through which we established the 'Australian Centre for Delivering Employability Excellence in Practice (CDEEP)'. This centre combines Asuria's expertise—supporting over 50,000 people into employment, business, or education each year—with the IEP's global leadership to improve job outcomes, particularly for people with disability and those furthest from the labour market.

Our global Centre for Employability Excellence (CfEE) remains pivotal to our mission, ensuring that best practice flows back into the services and the learning opportunities we offer to our members and informs us of new and emerging trends where we can develop further learning and support.

The launch of the Certificate in Employability Practice in Australia, with Asuria's support, marks a significant milestone, highlighting our commitment to delivering impactful, practical sector-relevant learning to professionals everywhere. This achievement reinforces our reputation as a global leader in employability education and ensures that we are constantly exchanging knowledge to benefit all of our members.

In Belfast, we are collaborating with mesma to support Belfast City Council in implementing the Quality Assurance Framework, which was developed in the first year of the project and customised to reflect local considerations. The IEP QIF has become a core element of Belfast's quality improvement framework, and we are actively supporting the Belfast team with both face-to-face and remote quality assurance activities, as well as assisting delivery agents with the self-assessment processes.

In Wales, our Welsh Fellows Advisory Group has led a series of engagement activities, including provider events and a successful networking event in Merthyr Tydfil, attended by Welsh Government representatives. We are also proud that, for the first time, IEP materials are being translated into Welsh, broadening our accessibility and impact, and we are attending events in Wales such as the Learning and Work Wales Conference, further contributing to our presence and influence in the region.

Our Fellowship program also continues to expand, with over 260 Fellows globally. Through many Fellows Collectives, the introduction of a Global Fellows Collective, the return of the Fellows Lecture, increased Fellows Networking Dinners in more local regions, we are fostering a vibrant community where Fellows collaborate, share insights, and help shape the future of employability services. This network helps us extend our reach and influence in the countries we operate in and provides our members with access to international best practice, enriching their understanding of employability and enhancing their ability to support participants.

Thank you to everyone who has contributed to our journey this year. Your dedication fuels our efforts to shape the future of employability, empowering professionals to support individuals on their paths to meaningful, sustainable work.

With warm regards,

Scott Parkin FIEP
Group CEO
IEP



BUILDING NETWORKS WORLDWIDE

THE
GROWING

FELLOWSHIP
2024 - 262
2023 - 162
2022 - 146

INTERNATIONAL MEMBERS
2024 - 3500
2023 - 549

IN-PERSON EVENTS
2024 - 22
2023 - 13

VIRTUAL EVENTS
2024 - 78
2023 - 52

NETWORKING EVENT INTERNATIONAL ATTENDEES
2024 - 469
2023 - 233

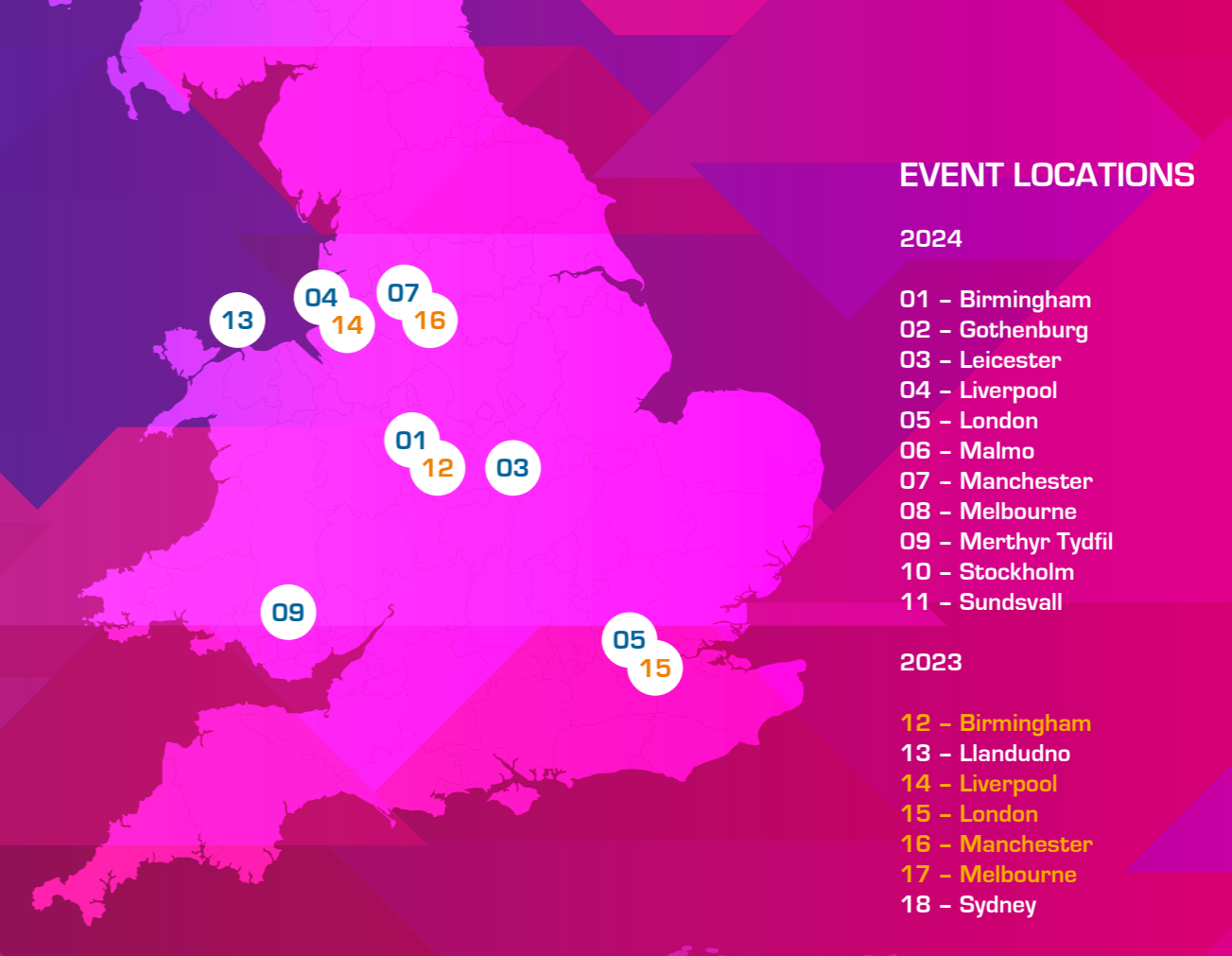
IEP MEMBERS AT IEP BASECAMP
2024 - 164
2023 - 154



FELLOWS NETWORKING DINNER ATTENDEES
2024 - 270
2023 - 185
2022 - 136



UK PARTNERSHIPS
2024 - 192
2023 - 187
2022 - 177
2021 - 168



08

09

08
17
18

BUILDING NETWORKS WORLDWIDE

OUR GLOBAL REACH

INTERNATIONAL PARTNERS & STAKEHOLDER NETWORKS
2024 - 55
2023 - 28

LINKEDIN FOLLOWERS
2024 - 7300
2023 - 6000

IEP PODCAST SUBSCRIBERS
2024 - 541
2023 - 35

IEP ACCREDITED QUALIFIED LEARNERS (CUMULATIVE)
2024 - 14315
2023 - 12313

NEW LEARNING LAUNCHED 2023/2024

- IEP Award in AI for Employability
- IEP Award in Supporting Participants with Complex Need
- IEP Career Pathway and Elevation Masterclasses
 - Practitioner Pathway
 - Manager Pathway
 - Employer Pathway

Ireland, UAE, Bahrain, Canada, Finland, Estonia, England, Sweden, Germany, Netherlands, USA, Australia, Scotland, SAUDI ARABIA, WALES, Spain, SOUTH KOREA, Northern Ireland

“Just generally bowled over by the event, I was not sure what to expect but this has become one of my favourite things I have attended this year!”

Liverpool Fellows Networking Dinner 2024 Attendee

THE MULTI-AWARD-WINNING IEP LEARNING ACADEMY



CELEBRATING A YEAR OF GROWTH, EXCELLENCE, AND IMPACT IN EMPLOYABILITY BY HELEN LEE FIEP, HEAD OF IEP LEARNING ACADEMY

As the year draws to a close, it's time to reflect on the remarkable achievements of our learners and the professionals who dedicate their careers to empowering others. This year has been extraordinary for the IEP Learning Academy, as we continued to set the standard for excellence and innovation in employability professional development, culminating in the recognition of our amazing learners at the IEP Learning Awards held at IEP Basecamp.

These awards have become a cornerstone of our mission, honouring the commitment, resilience, and achievements of employability professionals and the incredible impact they have on people's lives.



Our Elevation Masterclasses and Career Pathways have been at the heart of our learning journey this year, guiding practitioners through a progression that starts with our IEP Award in Employability Essentials and advances through our Blended Learning programmes and qualifications. This approach isn't just about delivering knowledge—it's about equipping practitioners with the tools to make a difference, to transform theory into practice, and to drive meaningful outcomes for jobseekers. Every person who engages with our learning has taken steps towards not only enhancing their own career but improving the employability sector as a whole by elevating their practice with the participants they support.

This year marks a significant milestone for the IEP as we diversify into the health sector, expanding the reach of the IEP Learning Academy beyond our traditional employability-provider settings. We are proud to be collaborating with IPS Grow, Social Finance, and the Centre for Mental Health to develop an accredited qualification for NHS England. As part of this exciting initiative, we recently held our first development workshop with the team at Social Finance to design and deliver a bespoke suite of qualifications for IPS advisers across England. This programme, funded by NHS England, reflects our commitment to equipping advisers in the health sector with the skills and knowledge they need to create meaningful and lasting impact.

CELEBRATING OUR LEARNING AWARD WINNERS

One of the highlights of IEP Basecamp this year was the opportunity to celebrate outstanding learners and practitioners who've gone above and beyond to embody the values of the IEP and enhance their professional journey as well as their practice. These awards aren't just about individual achievement; they represent a collective dedication to raising the bar in employability.

From the learners who commit to improving their impact through learning to the mentors and coaches who support them, each award reflects the passion and hard work that define our community. We're especially proud of the work we've done with organisations that champion lifelong learning and professional growth. Through our unique partnerships, we've been able to offer even more robust, tailored learning solutions that empower practitioners to succeed in their roles and advance in their careers. It's this commitment to professional development that sets the IEP Learning Academy apart—specialised, work-based learning that's designed for real-world application and tangible results.

A PERSONAL COMMITMENT TO GROWTH AND EMPOWERMENT

At the IEP Learning Academy, our mission is deeply personal. We're not only focused on equipping employability professionals with the skills they need but also on creating a supportive, respectful environment that fosters growth. The challenges faced by these professionals are complex, requiring technical expertise alongside empathy, resilience, and dedication. To meet these needs, we offer a wide range of learning pathways designed to support people in various roles, settings, and stages of their careers—from traditional employability roles to those working in justice, health, housing, and beyond.

Our offerings include bite-sized learning modules for quick, impactful skill-building, medium-term learning programmes for sustained professional development, and longer-term qualifications for those who are committed to achieving the highest standards in their field. We are incredibly proud to support professionals in their career journeys, helping them refine their practices and make a meaningful impact on the lives of those they serve.

One of our standout programmes this year has been the IEP Award in Supporting Participants with Complex Needs.

This specialised training was developed in response to the increasing demand for employability professionals who can work effectively with individuals facing complex barriers. Through this award, learners gain the skills to approach participants with greater empathy and insight, equipping them to ask the right questions that lead to deeper, more meaningful answers.

Learners have shared how this training has transformed their ability to engage with participants on a personal level, helping them explore feelings such as self-perception and the impact of societal views. With this enhanced understanding, they can create a supportive environment that respects boundaries and aligns expectations, ultimately enabling participants to feel more understood and empowered. The success of this programme is a testament to the importance of specialised, impactful learning, and it underscores our commitment to raising standards in employability practice.

LOOKING TO THE FUTURE

As we celebrate the achievements of the past year, we're also looking forward with a renewed sense of purpose. The employability sector is at a crucial juncture, facing both challenges and opportunities. Our goal remains clear: to support, uplift, and professionalise our sector in ways that truly make a difference. Together, we are building a future where employability professionals are skilled, respected, and prepared to navigate an ever-changing landscape.

To our learners, partners, and supporters: thank you for being part of this journey. Your dedication, passion, and hard work have been invaluable, and together, we're shaping a brighter future for employability. Here's to another year of success, growth, and making a difference in the lives we touch.

Helen Lee FIEP
Head of IEP Learning Academy

TAKE YOUR CAREER TO NEW HEIGHTS

WITH IEP CPD OPPORTUNITIES

At the IEP, we are dedicated to supporting your professional growth through our extensive member benefits and a wide range of learning and CPD opportunities. Whether you want to stay current, progress in your field, or enhance the services you provide to participants, we've got everything you need.



Our CPD programs empower employability practitioners like you to continuously expand your skills, knowledge, and competencies. We're committed to lifelong learning, and our approach is grounded in these core values:

- Continuous: Learning is an ongoing journey.
- Professional: Enhancing your expertise benefits you, your employer, and the people you support.
- Developmental: Boosts your performance and career potential.
- Relevant: Tailored to your specific job role.
- Progressive: Helps you advance in your career.
- Flexible: Choose activities that fit your schedule and needs.
- Recognised: Your progress is measurable and valued.

EXPERT-LED LEARNING FOR THE EMPLOYABILITY SECTOR, BY THE EMPLOYABILITY SECTOR

All of our learning opportunities are created and developed by professionals within the employability sector, specifically for those working in the sector. Our Learning Academy team consists of experienced career professionals who work closely with expert partners who are subject matter specialists. This ensures that IEP members receive the best possible knowledge and guidance from those who truly understand the challenges and needs of the sector.

DISCOVER OUR CPD OPPORTUNITIES - IEP OFFERS A VARIETY OF CPD OPTIONS DESIGNED TO FIT YOUR GOALS AND AVAILABILITY

- LiveLearnLunch Webinars: Join our monthly sessions with expert partners to stay informed and inspired.
- Virtual and In-Person Events: Network with peers and learn from sector leaders.
- Accredited Learning Programs: Dive into comprehensive, structured learning experiences - new cohorts starting every month!

- Professional Work-Based Qualifications: Enhance your credentials with recognised qualifications.
- Career Pathway Progression: Chart a clear path for your career growth.
- IEP Learning Academy Bi-Weekly Podcasts: Get exclusive, on-the-go content on topics like Wellbeing at Work, Leadership, Productivity, Communication, Cyber Security, and more.
- And there's so much more! Reach out to us at learning@iemployability.org to find out more about how you can make the most of IEP's CPD opportunities.



In today's fast-changing job market, it's crucial that employability professionals have the right skills and knowledge. The IEP serves as a key authority in the employability sector, committed to maintaining high standards and driving the field forward.

The Endorsed by IEP program, recognises and endorses training programs from other employability organisations which benefits both training providers and the wider employability community.

At its heart, the Endorsed by IEP program is a mark of approval from a trusted leader in the employability field. It signifies that a training program has undergone a thorough evaluation process and meets the highest levels of quality, relevance, and effectiveness as set by the IEP.

WHY CHOOSE IEP ENDORSEMENT?

- The Endorsed by IEP program ensures your training aligns with top industry standards, enhancing credibility and quality.
- Quality Alignment: Mapped to the IEP's renowned Quality Improvement Framework (QIF).
- Rigorous Evaluation: Comprehensive review of your curriculum, teaching methods, and outcomes.
- Continuous Improvement: Keep your programs current with annual reviews.

KEY BENEFITS:

- Prestigious Validation: Highlight your dedication to professional excellence.
- Boosted Credibility: Gain recognition and trust within the employability sector.
- Engaging Learning Experiences: Enhance participant success and satisfaction.
- Set Yourself Apart.



Endorsed by IEP is more than a badge of approval—it's a mark of quality that distinguishes you in the employability sector. Join the program today, to elevate your webinars, training events, and learning programs to the next level.

Contact us at learning@iemployability.org



"Our training needs to be the best it can be. IEP are the gold standard for employability training. We have found that going through the process is making our courses even better and to be part of this training community is good for everyone."

Liz Sewell FIEP
Founder and Director
Belina Consulting

IEP LEARNING AWARDS 2024

IEP LEARNING AWARDS 2024 WINNERS & FINALISTS



IEP LEARNING AWARDS 2024

MEMBER AMBASSADOR OF THE YEAR
SPONSORED BY SUCCESSFUL MUMS ACADEMY



WINNER

Juli Browne MAIEP

FINALISTS

Andy Whiting MAIEP • Debbie Holmes MAIEP

**AWARD IN SUPPORTING PARTICIPANTS WITH COMPLEX NEEDS
LEARNER OF THE YEAR** SPONSORED BY COGNISOFT



WINNER

Julie Jacobs-Obodai MIEP

FINALISTS

Leon Larkings MIEP • Michelle Jeffery AIEP

AWARD IN AI FOR EMPLOYABILITY LEARNER OF THE YEAR
SPONSORED BY GETMEE AI



WINNER

Grant Huck AIEP

FINALIST

Foysoi Miah AIEP

CERTIFICATE IN EMPLOYABILITY PRACTICE LEARNER OF THE YEAR
SPONSORED BY SEETEC



WINNER

Susan Park MAIEP

FINALISTS

Raven Woolley AIEP • Cody Watkin AIEP

AWARD IN EMPLOYER SOLUTIONS LEARNER OF THE YEAR
SPONSORED BY THE GROWTH COMPANY



WINNER

Helen Emerson AIEP

FINALISTS

Jonathan Pilkington AIEP • Jane Okoro AIEP

MEMBER OF THE YEAR
SPONSORED BY INGEUS



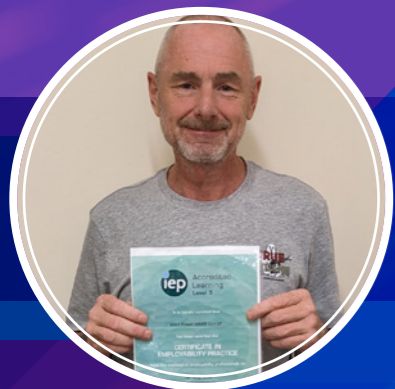
WINNER

Mark Power MAIEP

FINALISTS

Jemma Orange AIEP • Jane Okoro AIEP

LEARNING ALLY OF THE YEAR



WINNER
Mark Power MAIEP

FINALISTS
Jemma Orange AIEP • Tina Ward AIEP

LEARNING IMPACT OF THE YEAR SPONSORED BY THE DIGITAL COLLEGE



WINNER
Okszana Nepijvoda AIEP

FINALISTS
Michael Obonyo AIEP • Jemma Orange AIEP



“Wonderful hearing from the guest speakers and the relevance of the panel sessions. Fabulous as always to catch up with sector colleagues old and new.”

IEP Basecamp 2024 Attendee



OUR LEARNING TESTIMONIALS

“Relatively new programme which has proved very popular, with high membership retention rates. Recent international expansion is impressive, including work in Australia with First Nation Peoples.”

Independent Judges – Association Excellence Awards 2024



“Strong member retention rate achieved from the learning product within the value proposition. Impressive participant volumes. Clear support - via the training programmes - of the organisation’s objectives.”

“A massive, global programme that is growing in size and volume of people in training. International expansion is bringing more support for employability professionals around the world”



“All my customers have complex needs and completing this Award has completely changed my mindset as to how I interact and work with my customers.”

Leon Larkings MIEP, Fedcap
Employment advisor/Mental Health Advisor

IEP Award in Supporting Participants with Complex Needs



“The learning has enabled me to provide a better service to my participants, knowing I can explore their thoughts and feelings in the correct way, by setting clear boundaries and expectations from the start and having a clear idea of what their boundaries and expectations are from me.”

Kate Baker MIEP, Employment Advisor,
The Growth Company

IEP Certificate in Employability Practice



“Taking the course gave me the space and support to reflect on my practice and improve my skills, benefitting the people I supported, and giving me back more time, because I had learnt more effective ways of working, as well as increasing my confidence in my ability to do my job. Getting more job satisfaction and a boost to career progression are two main outcomes of taking the CertEP, but for me, the biggest impact has been seeing the improvement in my employability practice over the time-span of the course and the effect of my new skills on the progression of the people I supported.”

Morag Notman was a Personal Advisor with Fedcap when she completed the CertEP qualification

“Members of the Ingeus’ Employer Services Team in London completed IEP’s Employer Solutions Training. It is a well-structured course, rigorous and perfectly tailored to their role. As a result, we have seen an uplift in engagement levels and an improvement in the team’s operational performance.”

Jonty Rooke, MIEP, Head of Employer services, London, Ingeus

“This approach not only strengthened our relationships with employers and participants but also resulted in me securing new employers. I was also able to see that my activities increased as well as my placements and I went from averaging 50-60% to achieving 100% of my target and that has a lot to do with the learning that I received from the IEP.”

Abbie McDonald MAIEP IWS
Team Lead | Fedcap Scotland

Elevation Masterclass Practitioner Pathway



“Thank you for the session, such a shame I’m only booked for one. Very informative!”



IEP Award in Employer Solutions

VISION, MISSION AND VALUES

OUR VISION

→ Employability professionals everywhere are the best they can be.

OUR MISSION

→ The IEP is dedicated to supporting the people who support others gain work, progress in work and retain work.

→ Empower individuals to perform to a professional standard through gaining relevant further knowledge and understanding.

→ Champion employability as a recognised profession through representation of our people's social and economic contribution and achievements to policy makers and influencers.

→ Secure employers' recognition that their employability objectives are best achieved through a commitment to the selection and training of a highly skilled professional delivery team.

→ Create a network of opportunity enabling our vision to be achieved.



OUR VALUES

WE COLLABORATE

By creating meaningful partnerships to build a pool of professional experts.

WE DELIVER QUALITY

By providing excellent services in all aspects of membership and learning.

WE BELIEVE IN POTENTIAL

By being committed to the growth and development of all our people, creating opportunities to learn new skills.

WE INNOVATE

By leading the drive to professionalise the sector through services, ideas and sharing of best practice.

WE BUILD TRUST

By demonstrating integrity in everything we do, taking ownership and responsibility for our contributions and those of the sector.

WE STRIVE FOR SUSTAINABILITY

By building solid foundations to positively impact society, citizens, equality and the environment.



OUR STRATEGIC OBJECTIVES

MEMBER SUPPORT SERVICES

We will continue to find out what our community of members want and need and reflect that in our membership offer. We will provide accessible opportunities for all members to share views to shape future services.

LEARNING & DEVELOPMENT

We will continue to promote our learning and development offer, undertaking analysis to understand its benefits and impact to continuously improve. We will anticipate and respond to emerging needs and design a suite of learning opportunities that meet the requirements of wider professions within the employability sector, as well as expand to support those in adjacent markets.



RESEARCH & THOUGHT LEADERSHIP

We will engage the employability sector through the widest possible group of stakeholders, on a global scale, promoting employability as a professional skill that delivers proven social and economic value.



GOVERNANCE & ACCOUNTABILITY

We will make sure that our business structures and procedures are appropriate, high quality, and representative of the environment in which we operate. We aspire to be a role model organisation within our sector.

GROWTH & DIVERSIFICATION

We will listen, understand and anticipate the needs of people and organisations. We will align services to current and future needs, ensuring inclusivity and wider participation. We will continue to form collaborative partnerships to create a cohesive voice for the profession.



PARTNERS AND NETWORKS

- 21 Training
 - 2SimplyLearn
 - 2SimplyLearn
 - 3SC
 - 4oC
-
- Acorn Training
 - AI Work and Skills Forum
 - Apex Mindset
 - Apprenticeships
 - Assemble You
 - AstraZeneca
 - Autism Plus
-
- Barefoot eLearning
 - Basildon Council
 - BCU
 - BDLD CIC (Big Dog Little Dog)
 - Belina Consulting Limited
 - Belina GRoW CIC
 - Better Connect
 - Birmingham City University
 - Blackpool Council
 - Business 2 Business
 - Business Services Association
-
- Capita
 - Career Connect
 - Career Development Institute
 - Career Map
 - Careers England
 - Carley Consult
 - Case UK Ltd
 - Catch 22
 - CDI (Career Development Institute)
 - CEIS Ayrshire
 - Celtrase Consultancy
 - Central London Forward
 - Centre for Ageing Better
 - Chaos Digital
 - Cidori
 - Citizens Advice
 - City and Guilds
 - City of London
 - Clarion Futures
 - CogniSoft Ltd
 - Collab Group
 - Communities That Work
 - Conwy County Borough Council
 - COSLA
 - Coyne Recruitment
-
- DEMOS
 - Department for Education
 - Department for Work and Pensions
 - DRC Bedfordshire
 - Dumfries and Galloway Council
 - Earlybird
 - Education Development Trust
 - EmployabilityUK
 - Employment Related Services Association (ERSA)
 - Enham Trust
 - Entitled to
-
- FedCap
 - First Choice Homes Oldham
 - Forward Trust
 - G4S
 - Game Academy
 - Genius Within
 - Get Set UK
-
- Gower College Swansea
 - Greater Manchester Combined Authority
 - Greater Manchester Learning Provider Network
-
- Halton people into jobs (Halton Borough Council)
 - Health 2 Employment
 - HQ CAN Creative Arts Network
-
- Iconi
 - Ideal for All
 - Impetus
 - Ingeus
 - Inspira
 - Institute for Apprenticeships and Technical Education
 - Institute of Employment Studies
 - Itec Training Solutions
-
- JGA Group
 - Jobs 22
-
- LBTH WorkPath
 - Learning & Work Institute
 - Learning Curve Group
 - Leeds Trinity University
 - Lifetime Training
 - Lightbulb Moment
 - Lightcast
 - Liverpool City Council
 - London Borough of Camden
 - London Borough of Enfield
 - London Borough of Hackney
 - London Borough of Haringey
 - London Borough of Islington
 - London Borough of Lambeth
 - London Borough of Lewisham
 - London Borough of Southwark
 - London Borough of Tower Hamlets
 - London Borough of Wandsworth
-
- Manchester Athena
 - Master Your Finances
 - Matrix
 - MAXIMUS
 - Mesma Ltd
 - Migrant Help
 - Mindful Employer
 - Movement to Work
 - MTIB
 - Multicultural Apprenticeship & Skills Alliance
-
- National Audit Office
 - NCFE
 - Nemo Shaw
 - Newcastle City Council
 - NHS England
 - NOCN
 - North Wales Training / COPA
 - Northumberland Council
 - Nous Group
 - Novus
-
- Offplay
 - Onefile
 - Opportunity Sheffield
 - Palladium
 - Papworth Trust
 - Pathways Group
-
- People And Their Brilliance
 - PeoplePlus
 - Petaurum HR
 - Policy in Practice
 - Practice Labs
-
- RCS Wales
 - REC
 - Red5 People
 - Reed in Partnership
 - Renaisi
 - Rift Social Enterprise
 - RNIB
 - Royal Borough of Kensington and Chelsea
 - RSA House
-
- S. Knights Recruitment
 - SAMH - Scottish Action Mental Health
 - Scottish Government
 - Seetec
 - Seetec Pluss
 - SERCO Limited
 - Severn Trent Water
 - Shaw Trust
 - Sheffield City Council (Opportunity Sheffield)
 - Sheffield Hallam University
 - SkillLab
 - Skills Development Scotland
 - Social Finance
 - Society Matters CIC
 - South Yorkshire Housing Association
 - Sovereign
 - STAMMA
 - Standguide
 - Steps to Work Ltd
 - Stonewater Housing
 - Successful Mums
 - SUSE
-
- Tandem
 - The Amber Foundation
 - The Better Health Generation
 - The Council For Work and Health
 - The Digital College
 - The Futures Group
 - The Good Employability Company
 - The Growth Company
 - The Mentoring School
 - The Root Of It Ltd
 - The Salvation Army
 - The Skills Network
 - ThinkTank
 - Thrivier LTD
 - Total Training Provision
 - Transform and Achieve
 - Trigon Recruitment
 - Tuff Leadership Training
 - Twin Group
-
- United for Ukraine
-
- Valamis UK (The Working Manager)
 - VRA
-
- Walking With The Wounded
 - Welsh Government
 - West Midlands Combined Authority
 - Westminster City Council
 - Whitehead-Ross Education and Consulting
-
- Worcestershire City Council
 - Youth Employment UK
 - Zest
-
- ### INTERNATIONAL
- Accelerera din framtid AB (Sweden)
 - AMES (Australia)
 - Angus Knight Group (Australia)
 - APM (Australia)
 - Arbetslivsresurs (Sweden)
 - Asuria (Australia)
 - Asuria (Sweden)
 - Australian Catholic University (ACU)
 - Australian Government
 - Belfast City Council
 - Bounce Global (Australia)
 - Brantevikgruppen (Sweden)
 - Chapter 1 (Australia)
 - Clockwork (Sweden)
 - Clustera (Sweden)
 - Coachgruppen (Sweden)
 - Curonova (Sweden)
 - CVGT (Australia)
 - Department of Employment and Workforce Relations (Australia)
 - Department of Social Services (Australia)
 - Digital Content (Sweden)
 - Disability Employment Australia
 - Effektivmatchning (Sweden)
 - Fedcap Canada
 - Folkuniversitetet (Sweden)
 - GenU (Australia)
 - Getmee (Australia)
 - Guldjobbet
 - Humanity Health Group (Australia)
 - Irisgruppen (Sweden)
 - Jeffersonwells (Sweden)
 - Jobfind
 - jobbyinstep (Sweden)
 - Manpower (Sweden)
 - Maxima (Australia)
 - Maximus (Sweden)
 - Mission Australia (Australia)
 - MTC (Australia)
 - Multiple Solutions (Australia)
 - OCTEC (Australia)
 - Parkhouse Bell
 - Possability (Australia)
 - Readytech (Australia and Sweden)
 - Riigiportaal Eesti.ee (Estonia)
 - Riskförbundet Attention (Sweden)
 - Salvation Army (Australia)
 - SkillLab (The Netherlands)
 - SSI (Australia)
 - Stockholme Stad (Sweden)
 - U Launch (Australia)
 - University of Tartu
 - Væksthuset Kompetenscenter (Sweden)
 - Werket AB (Sweden)
 - Workways (Australia)
 - Zynka (Sweden)

AWARDS & ACCOLADES

WINNERS

→ Silver Winner Best Learning and Professional Development Programme – Association Excellence Awards 2024



→ Global Corporate Coaching Specialists of the Year 2024/2025



→ Most Innovative Employment Initiative 2024/2025 - IEP Quality Improvement Framework

FINALISTS

→ Best Association of the Year 2024- Association Success Awards 2024 Finalist



→ Best New Event - Association Success Awards 2024 Finalist



→ Executive Director of the Year – Scott Parkin FIEP - Association Success Awards 2024 Finalist

→ Best International Association Finalist – Association Excellence Awards 2024



→ Best UK Association Finalist – Association Excellence Awards 2024

→ Best Development of an Existing Event (for IEP Basecamp) Finalist – Association Excellence Awards 2024

ACCREDITATIONS



PROFESSIONAL ACCREDITED QUALIFICATIONS

FOR ALL STAGES OF YOUR LEARNING JOURNEY

IEP's suite of Accredited Learning and Qualifications are designed to help to progress employability professionals through our career pathway.

We are always looking for ways to develop learning that enables better practice across the sector, so if you have any requirements please reach out to our learning and development team at the IEP Learning Academy. If you are interested in any of our learning or qualifications, please contact learning@iemployability.org for more information.

iep Accredited Learning e-Learning

EMPLOYABILITY ESSENTIALS
The IEP Accredited Employability Essentials program is aimed at those new to the employability sector and those that either need a refresher or who have never undertaken a sector induction before and wish to gain accreditation. All learning takes place online through our LMS and the average time taken is 17 hours. Each module is 'bite-size', taking approximately 30-40 minutes to complete. Available free of charge to all IEP Members.

UNDERSTANDING NEURODIVERSITY EMPLOYABILITY SUPPORT TRAINING
Built in conjunction with Genius Within CIC to introduce the concept of neurodiversity to practitioners and other participant-facing staff to help them understand how they can help neurodiverse program participants on their journey towards employment. Available free of charge to all IEP Members.

IEP AWARD IN MENTAL HEALTH FOR EMPLOYABILITY
Developed in partnership with mental health specialists Big Dog Little Dog, this new accredited training is for frontline practitioners to support jobseekers with mental health conditions in their journey to sustainable employment.

This is a much-needed dimension to practitioners' knowledge and skills, as mental health can significantly impact job search and workplace performance. The program covers a wide range of mental health issues from an employability perspective, including depression, anxiety, PTSD, and suicide.

OVER 50'S EMPLOYABILITY SUPPORT
IEP Accredited program in association with Centre for Ageing Better for employability practitioners on supporting over-50s jobseekers. Covering issues from health conditions to caring responsibilities, this program provides employability practitioners with a strong understanding of the barriers that people over the age of 50 can face in getting into work, and the tools available to help individuals overcome them. Available free of charge to all IEP Members.

iep Accredited Learning Blended Learning

IEP CERTIFICATE IN EMPLOYABILITY PRACTICE
The Cert EP is aimed at frontline practitioners and supports learning progression from the Award in Employability Essentials. It comprises of 4 Units of blended learning that take the learner on a journey from basic operational and coaching functions to advocacy and employer engagement. It is ideal for all practitioners and takes 9-12 months to complete.

IEP AWARD IN EMPLOYER SOLUTIONS
The IEP Accredited Award in Employer Solutions is developed in partnership with Ingeus and Deakin University. This 6-month program is recommended for Employer Solutions Consultants and Business Development Advisors to build essential skills to deliver successful outcomes for jobseekers, especially those who are most disadvantaged. The program uses a blended learning approach with eLearning, work-based activity, and peer discussion to develop knowledge, skills, and capabilities.

IEP AWARD IN MENTORING FOR EMPLOYABILITY
The IEP Award in Mentoring for Employability is a certified mentor program designed specifically for the employability sector and brought to you in association with the specialists at The Mentoring School. It offers a specialist pathway to address the lack of mentoring training available to professionals working in the sector.

The program covers the theories and frameworks of mentoring, structuring mentoring conversations, recognising the balance between listening and offering advice, and the differences between coaching and mentoring techniques and when to use each. The program also focuses on understanding the individuality of mentees to unlock their potential to help them achieve.

IEP AWARD IN AI FOR EMPLOYABILITY
This exciting accredited learning program provides a transformative exploration of Artificial Intelligence (AI) in the employability sector. It empowers frontline practitioners with the knowledge and skills needed to harness AI's potential and enhance employability outcomes. Informed by sector research, it provides a deep understanding of AI's relevance in employability, enabling practitioners to make informed decisions and apply AI effectively to support participants on their path to sustainable employment.

With its tiered approach (Bronze, Silver, Gold levels), the course empowers practitioners to progressively build AI proficiency and acquire practical skills, from crafting tailored CVs to conducting skills gap analyses, empowering them to unlock the potential of AI to enhance employability support.

IEP AWARD IN SUPPORTING PARTICIPANTS WITH COMPLEX NEEDS
Supporting participants with complex needs is an ever-increasing daily part of frontline practice. Be it mental health, physical or learning disabilities, addiction, lone parents, neurodiversity, or age, sexuality or cultural loneliness, the IEP Award in Supporting Participants with Complex Needs looks at how to focus on the causes behind behaviour when facing those complex needs rather than those visible barriers to work.

IEP AWARD IN COACHING FOR EMPLOYABILITY
The IEP Award in Coaching for Employability includes learning developed by Bounce Global - The PEARLS System for Outstanding Job Coaching and Bounce Job Coach Certification. Specially designed to give employability professionals world-class coaching skills tailored specifically to working with job seekers - particularly those that are highly disengaged and disadvantaged. The Award in Coaching for Employability program gives frontline advisors practical and powerful wellbeing and work-readiness strategies to support, influence, and nudge job seekers towards positive employment outcomes.

iep Accredited Learning Apprenticeship

LEVEL 4 EMPLOYABILITY APPRENTICESHIP STANDARD
The Employability Apprenticeship Standard is Levy funded in England. The learning progresses a learner from the Certificate in Employability Practice into specialist practice and service design and development, including data analysis and project management.

This qualification takes up to 24 months to complete and is ideal for those practitioners working on IPES or the Work and Health Program or those in a team leader or junior management role.



New cohorts starting every month. Potential discounts for volume, smaller organisations, charities, not-for-profits and self-funders are available. Speak with a member of the IEP Learning Academy Team today to enrol on any of these programs or enquire for more information at www.myiep.uk/iep-learning-academy Email: learning@iemployability.org

BASECAMP: THE RETURN

JULIE GRAHAM FIEP, CEO, EMPLOYMENT SERVICES, INGEUS



In my experience, sequels rarely live up to their originals. Yet I find myself eating my words when reflecting on the Institute of Employability Professionals' second Basecamp event, held on 10 October in Birmingham. Second Best? No, Second IS Best!

Despite the ultra-modern surroundings and forward-thinking debates, the day quickly transported me back 25 years to when I first began working on the employability frontline. It was a new sector for me then, but I loved it from the first day. It takes a special type of someone to do what we collectively do so well, and Birmingham's Think Tank was buzzing with them. It was a day bursting with enthusiasm and promise.

Kicking off proceedings alongside host Dan Howard was Ingeus' own Regional Restart Scheme Director, Gitin Chavda. It was a proud moment for Gitin to launch the conference. Prouder still to know that Ingeus' sponsorship was enabling over 150 practitioners to come together to advance their skills and knowledge.

I am a great proponent of lifelong learning and encourage everyone to seize any opportunity to grow and develop in their work. Formal study has its place of course, but I never underestimate the value of coming together and sharing knowledge. In our world, the most informal coffee-time connections can often lead to great things. Basecamp gives our frontline workers that dual opportunity – to learn from expert speakers and build their own collaborative networks.

Among the speakers on the day was Jonty Rooke, our Head of Employer Services for London. His session gave us some fresh takes on a long-established and much debated need: engaging employers as active partners in the development of participants' careers.

Well done to Jonty on his fantastic and enthusiastic presentation. He really did nail the topic!

While many of the core sessions during the day touched on familiar themes and systemic challenges such as navigating conflict and addressing complex needs, I was particularly drawn to the ever-evolving topic of artificial intelligence, AI. As we begin to embrace emerging technologies to help us and our participants thrive, it was fascinating to hear about some of the latest functionality and how, when carefully balanced, it can enhance our work and create better outcomes for our clients. An area to certainly contemplate.

An undoubted highlight for me of Basecamp 2024 was the recognition of IEP learning achievements. Congratulations to everyone nominated for stepping above and beyond their day job to excel in their professional development. As someone passionate on this subject, personally it was great to have the day interspersed with outstanding learners. Congratulations to our very own Helen Emerson who won Employer Services Learner of the year as well as Jonny Pilkington who was a finalist in this category.

Ingeus proudly sponsored the Member of the Year Award, recognising exceptional performance and supportive attitudes towards participants and colleagues. Voted for by their peers, I would like to applaud Mark Power, Jemma Orange and Jane Okoro as our finalists. Seeing Mark awarded Member of the Year was a real treat.

I'm sure everyone attending Basecamp will have taken from it their own practical tips and renewed vigour. Thank you to the speakers, not least my Ingeus colleagues, panel members, and the IEP for making it such an engaging and productive day for all involved.

I have always loved work and am intrinsically motivated to help others find work they enjoy and are fulfilled by. Basecamp was a double-blessing for me: seeing the energy and enthusiasm of everyone I met there – and knowing that in-turn would be invested in the people whose lives they're changing.

I left with a renewed sense of optimism that no matter what challenges we may face, we have the tools, techniques and technology to meet the needs of today's jobseekers and have a sector populated with committed and talented professionals.

Julie Graham FIEP
Chief Executive Employment Services
Ingeus UK

THANK YOU TO OUR SPONSORS:



IEP
BASECAMP

TIMELINE AND ACHIEVEMENTS

2023/2024



NOVEMBER 2023

- Chris McMillan FIEP joins IEP Fellowship.
- IEP welcome our newly elected board members at IEP AGM 2023.
- Jehangir Mohammed FIEP joins IEP Fellowship.
- IEP Networking Event takes place in London.
- Kenny Boyle FIEP joins IEP Fellowship.
- IEP Learning Academy Wins Silver at Prestigious Association Excellence Awards 2023.
- Michael Colclough FIEP joins IEP Fellowship.
- Lena Molin FIEP joins IEP Fellowship.

DECEMBER 2023

- Understanding Self-harm: IEP Award in Mental Health in Employability final main module is launched.
- IEP Achieve B Corporation Certification.
- LiveLearnLAUNCH of Issue 10 of the IEP Journal: 'Supporting people into good jobs, not just any jobs'.
- Return of the IEP Fellows Lecture (London) after 9 years with esteemed guest speaker, The Right Honourable Lord Michael John Hastings of Scarisbrick CBE.
- IEP Countdown to Christmas in association with IEP Corporate Affiliate Partners, provides 12 days of free learning opportunities for members.

- IEP Celebrates 25 years of best practice in community regeneration at Scotland SURF Awards 2023.

- Michael Högberg FIEP joins IEP Fellowship.

- IEP welcome Workways Australia as Corporate Affiliate Partner

JANUARY 2024

- Mark Power MAIEP, awarded IEP Member of the Month for January.
- 'Employability Advice: Navigate or Integrate?' - The Centre for Employability Excellence's second Virtual Seminar takes place with global attendance.

- Matt Ambrose FIEP joins IEP Fellowship.

- IEP welcomes MTC Australia, as Corporate Affiliate Partners.

- Register of Professional Practitioners launched to showcase Member learning achievements.

- Ross McLatchie FIEP joins IEP Fellowship.

- IEP are headline partners at inaugural Quality Professional Awards 2024.

- EP Australia monthly e-Newsletter launched for Australian IEP members.

- The IEP welcome Lauren Peacock FIEP as L&D Business Partner for IEP Australia expansion.

- James Weait FIEP joins IEP Fellowship.

- New Employability Essentials 'Working with First Nations Peoples' module developed and released for Australian sector professionals.

- IEP Launch new Coaching and Mentoring Podcast in recognition of National Mentoring Month.

- Victoria Wilkinson FIEP joins IEP Fellowship.

- IEP adopt Blue Monday as IEP Day to promote Positive Mental Health.

- EP celebrates 400 issues with a rebrand of the IEP Accredited Sector Induction to the IEP Award in Employability Essentials and our 400th graduate reflects on 'superb' modules.

- IEP welcome Fedcap Canada as our Corporate Affiliate Partner, working together to enhance excellence across the Canadian sector.

- Katy Jones FIEP joins IEP Fellowship.

FEBRUARY 2024

- Fellows Networking Dinner takes place in London, sponsored by Clarion Futures.

- Rasmus Rossi FIEP joins IEP Fellowship.

- The Learning Academy Podcast goes bi-weekly.

- IEP Yearbook 2023 launched celebrating 30 heartwarming stories from the employability sector.

- Anne Daguerre FIEP joins IEP Fellowship.

- IEP Learning Academy launch IEP Award in Supporting Participants with Complex Needs.

- IEP Partners with AI Work and Skills Forum.

- Ania Mendrek FIEP joins IEP Fellowship.

- IEP and Disability Employment Australia respond to Royal Commission Recommendation.

- Laura Flannery FIEP joins IEP Fellowship.

- IEP Launch the IEP 'Employability Essentials' Qualification in Sweden.

- Employability Essentials launched across Australia with over 500 members enrolled.

- Jeannette Luczkowski MIEP awarded IEP Member of the Month for February.

- Megan Nippres AIEP awarded IEP Australia Member of the Month for February.

- Farzad Golkar AIEP awarded IEP Sweden Member of the Month for February.

- IEP welcome new Australian Corporate Affiliate Partner, CVGT Employment.

- IEP welcome James Weait FIEP as a Fellow and Senior Advisor Partnerships and Growth Australia.

- Presented at the North Wales Employability Working Group and progressed work with the Welsh Advisory Group.

- Ffion Owens FIEP joins IEP Fellowship.

- IEP welcome Iconi as Corporate Affiliate Partner.

MARCH 2024

- Launch of the Award-winning IEP Quality Improvement Framework (QIF), developed by the sector, for the sector.

- IEP Fellows Dinner takes place in Manchester, kindly sponsored by Cognisof.

- Anita Houghton FIEP joins IEP Fellowship.

- IEP Fellows Networking Event takes place in Manchester, kindly sponsored by Trigon Recruitment and Standguide.

- Abi McDonald FIEP joins IEP Fellowship.

- IEP's Senior Leadership Team established for future growth.

- Mark Little FIEP joins IEP Fellowship.

- Michaela Zankl FIEP awarded IEP Sweden Member of the Month.

- Daisy Mills MIEP awarded IEP Member of the Month UK for March.

- James Wellings FIEP joins IEP Fellowship.

- IEP celebrates innovation and excellence at Sweden's Labour Market Day 2024.

- EP Sweden launches for Swedish Members.

- Wayne Herbert FIEP joins IEP Fellowship.

- The IEP Learning Academy launches exclusive Learner Network on LinkedIn.

- Job By Instep, become our Corporate Affiliate Partners in Sweden.

- Diane Vernon FIEP joins IEP Fellowship.

APRIL 2024

- IEP Podcasts launches in Australia, free to Access for All Members.

- Centre for Employability Excellence's Third Virtual Seminar: 'Client-centered employment service design' takes place.

- Bec Jackson FIEP joins IEP Fellowship.

- Emily Chan MAIEP awarded UK Member of the Month for April.

- Second year of the project with Belfast City Council begun.

- IEP Chair Pat Russell FIEP Speaks at Good Work Conference.

- Ria Thornton FIEP joins IEP Fellowship.

- IEP and partners host exclusive membership event for Housing Associations and Local Government.

- Heather Ette FIEP joins IEP Fellowship.

- Clockwork join as our Corporate Affiliate Partners.

- Rob Marshall FIEP joins IEP Fellowship.

- Three more modules on the Employability Essentials program launched across Sweden.

- Lynsey Sweeny FIEP joins IEP Fellowship.

- Scott Parkin FIEP attends Australian Research Council Advisory Board Meeting.

- IEP signs Mental Health at Work Commitment.

- Fleur Cousins FIEP joins IEP Fellowship.

- Second QIF workshop takes place 'Using the QIF in Practice'.

- The employability sector mourn the passing of Grant Neems FIEP - A dear friend, a cherished member of our Fellowship since 2021, and an integral part of our community.

- Claudine Adeyemi-Adams FIEP joins IEP Fellowship.

- IEP Award Lena Molin FIEP as our April Member of the Month in Sweden.

- Mark Zaia FIEP joins IEP Fellowship.

- IEP welcome Game Academy as Corporate Affiliate Partner

- IEP welcome Newcastle City Council as Corporate Affiliate Partner

MAY 2024

- IEP Networking Event takes place in Wales, kindly sponsored by Case UK.

- First ever IEP Fellows Dinner takes place in Leicester, kindly sponsored by Business2Business.

- Helen Lee FIEP joins IEP Fellowship.

- Jason Russell FIEP joins IEP Fellowship.

- IEP Sweden hosts networking event for members.

- Cicci Nord FIEP joins IEP Fellowship.

- IEP host 'Discover the Power of IEP Learning' insight sessions for Learning at Work Week 2024.

- Liz Millington FIEP joins IEP Fellowship.

- IEP welcome Getmee as our new Corporate Affiliate Partners.

- IEP Journal 11 published.

- Kelly Mason FIEP joins IEP Fellowship.

- Ross McLatchie FIEP takes reins as Senior Advisor of Growth in IEP Australia.

- Jo Ingold FIEP awarded IEP Member of the Month UK March.

- Abdul Farah FIEP joins IEP Fellowship.

- IEP welcome Health 2 Employment and OH One, as our new Corporate Affiliate Partners.

- Karin Ridgeway FIEP joins IEP Fellowship.

- Jackie Moriarty MIEP awarded IEP Australia Member of the Month for May.

- Emilia Ulvstig MIEP awarded IEP Sweden MOTM for May.

- IEP welcome DigitalContent as our new Corporate Affiliate Partners.

- Rick Kane FIEP joins IEP Fellowship.

- IEP welcome Liverpool City Council as Corporate Affiliate Partner.

- IEP welcome Worcestershire City Council as Corporate Affiliate Partner.

JUNE 2024

- The IEP and Serco announce partnership to deliver Excellence in Employability Practice through Project DEEP.

- Matt Ambrose FIEP appointed as Project Manager Consultant for the duration of Project DEEP.

- Michaela Zankl FIEP joins IEP Fellowship.

- The IEP are delighted to welcome Multiple Solutions as our Corporate Affiliate Partners.

- Alicea Shaw FIEP joins IEP Fellowship.

- Launch of the IEP Over 50s e-Learning Program in Australia.

- Andrew Hills FIEP joins IEP Fellowship.

- IEP Sponsors welcome Reception at DEA Conference 2024 in Australia.

- Sharon Phayer FIEP joins IEP Fellowship.

- Sold out IEP Summit 2024 takes place at RSA House, kindly headline sponsored by NCFE.

- Richard Johnson FIEP joins IEP Fellowship.

- Liz Sewell FIEP crowned IEP Fellow of the Year at the IEP Summit 2024.

- Anthony Houghton-Waters FIEP joins IEP Fellowship.

- Riza Aparici MIEP, appointed as Partnership Manager for IEP.

- Darren Otten FIEP joins IEP Fellowship.

- 'Time to Rally': The Employability Election and ERSA Manifesto for UK General Election.

- Nicole Mattsson FIEP becomes 200th IEP Fellow

- Gemma Orange AIEP awarded IEP UK Member of the Month for June.

- Suneal Ram Kissun FIEP joins IEP Fellowship.

- Claus Forum FIEP awarded Member of the Month in Sweden for June.

- Rhys Morris FIEP joins IEP Fellowship.

TIMELINE AND ACHIEVEMENTS

2023/2024

- IEP Sweden Partnership Manager, Annette Jönnervik Holmblad appointed Vice President of the Association for Supported Employment Europe (formerly European Association for Supported Employment, or EUSE).

- Joudy Lazkany FIEP joins IEP Fellowship.

- IEP welcome Migrant Help as Corporate Affiliate Partner

- James Aberg FIEP joins IEP Fellowship.

- IEP welcome Offploy as Corporate Affiliate Partner

JULY 2024

- C-FEED - The Centre for Employability Excellence's Research Database launches.

- Claus Forum FIEP joins IEP Fellowship.

- IEP and APM expand partnership following successful Learning pilot in Australia.

- Robin Adda FIEP joins IEP Fellowship.

- ERSAs and IEP collaborate to develop People Survey for the sector.

- Jan Richardson-Wilde FIEP joins IEP Fellowship.

- Mitch Meade AIEP awarded IEP Australia Member of the Month for July.

- Julian John FIEP joins IEP Fellowship.

- Peter Harrison FIEP joins IEP Fellowship.

- IEP welcome Walking With The Wounded as Corporate Affiliate Partner.

- Diane Barrow FIEP joins IEP Fellowship.

- IEP welcome Basildon Council as Corporate Affiliate Partner

- Mercedes Grant FIEP joins IEP Fellowship.

- James Muller FIEP joins IEP Fellowship.

- IEP welcome Stonewater Housing as Corporate Affiliate Partner

- Roxanna Anning FIEP joins IEP Fellowship.

- James Walters FIEP joins IEP Fellowship.

- IEP welcome Maxima as Corporate Affiliate Partner

- Dr Yasin El Ashrafi BEM FIEP joins IEP Fellowship.

- Sues Duncan FIEP joins IEP Fellowship.

- Patrick Craven FIEP joins IEP Fellowship.

- Varsha Patel FIEP joins IEP Fellowship.

- David Elsmere FIEP joins IEP Fellowship.

- Tim Phillips FIEP joins IEP Fellowship.

AUGUST 2024

- Nicole Grainger-Marsh FIEP joins IEP Fellowship.

- The IEP Team maps out exciting strategic future at Team Retreat.

- Adam Swist FIEP joins IEP Fellowship.

- IEP's Certificate in Employability Practice Launches in Australia with Asuria's leadership support.

- Sue Osman FIEP joins IEP Fellowship.

- The first Quality Assurance activity with Belfast City Council took place.

- Rob Taylor FIEP joins IEP Fellowship.

- IEP launch new Event Schedule for IEP Australia, kicking off with the Fellows Monthly Collective.

- Amy Cable FIEP joins IEP Fellowship.

- The IEP Selected as Finalists in 4 categories for the third year in a row at Association Excellence Awards 2024.

- Veronica Killick FIEP joins IEP Fellowship.

- Vikas Shani FIEP joins IEP Fellowship.

- First Quality Assurance Activity with Belfast City Council took place.

- Sharon Marshall FIEP joins IEP Fellowship.

- Beth Evans FIEP joins IEP Fellowship.

- IEP make major investment to launch a brand new website and CRM, enabling a more user-friendly experience for members and partners.

- Maria Griffin FIEP joins IEP Fellowship.

- Gillian Baldwin FIEP joins IEP Fellowship.

- Andy Bowie FIEP joins IEP Fellowship.

- Luke Whinney FIEP joins IEP Fellowship.

- Diana Seabourne FIEP joins IEP Fellowship.

- Darius Norell FIEP joins IEP Fellowship.

- IEP welcomes skills solutions' provider NOCN Group as our Corporate Affiliate Partner.

SEPTEMBER 2024

- IEP Fellows Dinner takes place in Birmingham, kindly sponsored by Serco.
- Ross Hill FIEP joins IEP Fellowship.

- IEP Networking Event takes place in London.

- Jessica Power FIEP joins IEP Fellowship.

- Launch of the IEP Career Pathway on Employability Day, introducing the IEP Elevation Masterclasses for professional growth.

- Lauren Peacock FIEP joins IEP Fellowship.

- LiveLearnLunch Webinar hosted by Society Matters' takes place on the topic of Challenging Welfare Decisions.

- Matt Kingswood FIEP joins IEP Fellowship.

- Fellows Collective takes place in Australia with tremendous turnout.

- Charissa Mossop FIEP joins IEP Fellowship.

- Won the IPS Grow bid in partnership with Social Finance and Centre for Mental Health to develop an accredited qualification for NHS England.

- Nichola Castle FIEP joins IEP Fellowship.

- Quality Improvement Framework (QIF) Pilot commences in Australia.

- IEP and Asuria launches new Australian Centre for Delivering Employability Excellence in Practice.

- Alex Miles FIEP joins IEP Fellowship.

- IEP announces WISE: The Women in Skills and Employability Network.

- Léon Larkings MIEP awarded IEP UK Member of the Month for September.

- IEP Sweden launches Fellowship Committee for Employability Professionals.

- Henrik Molin MIEP, appointed as IEP Sweden's new sales and marketing consultant.

- Avril Bankes-Fay FIEP joins IEP Fellowship.

- Won Global Corporate Coaching Specialists of the Year for third year running and Most Innovative Employment Initiative for the Quality Improvement Framework.

- Rebecca Jurkiewicz FIEP joins IEP Fellowship.

- IEP Sweden host networking event in Stockholm.

- Achieved Disability Confident Employer certificate (Level 2).

- Robert Murphy FIEP joins IEP Fellowship.

- Sami Khan FIEP joins IEP Fellowship.

- Samuel Stayner FIEP joins IEP Fellowship.

- Mark Harrison FIEP joins IEP Fellowship.

- Lesley Zarb FIEP joins IEP Fellowship.

- IEP welcome Better Connect as Corporate Affiliate Partner

OCTOBER 2024

- IEP Endorsed By program launched to provide 'seal of approval' for high quality sector training.

- Anette Karlenström FIEP joins IEP Fellowship.

- Fourth CFEE virtual seminar takes place - Good work and employers: is the customer always, right?

- Kenan Ek FIEP joins IEP Fellowship.

- Rebecca McIntyre FIEP joins IEP Fellowship.

- 2nd annual IEP Basecamp 2024 takes place in Birmingham, kindly sponsored by Ingeus.

- Abu Shahriyer FIEP joins IEP Fellowship.

- IEP celebrates our 50th Fellow in Australia, Sami Khan FIEP.

- Amanda Vincent FIEP joins IEP Fellowship.

- Joshua Bamford FIEP joins IEP Fellowship.

- IEP Journal Issue #12 published.

- Christina Hicks FIEP joins IEP Fellowship.

- Farzad Golkar FIEP joins IEP Fellowship.

- Orange Community Training and Education Centre (OCTEC) Joins as Corporate Affiliate Partner.

- Chris Grocock FIEP joins IEP Fellowship.

- David Blomgren FIEP joins IEP Fellowship.

- Shortlisted as finalists at the upcoming Association Success Awards in the category of Best Event 2024 (IEP Basecamp), Best Executive Director 2024 (Scott Parkin FIEP), and Best UK Association 2024.

- Matt Dooley FIEP joins IEP Fellowship.

- Sophia Franzen FIEP joins IEP Fellowship.

- Lisa Nixon FIEP joins IEP Fellowship.

- Mathew McIntyre FIEP joins IEP Fellowship.

- Julie Shawcross FIEP joins IEP Fellowship.

- IEP welcome Mission Australia as Corporate Affiliate Partner.

NOVEMBER

- IEP secure new partnership with Central London Forward, welcoming 12 local councils.

- Multi-award winning IEP Learning Academy awarded Silver at the Association Excellence Awards 2024 for Best Learning and Professional Development programme (2000+ members).

- Angus Knight Group join IEP as Corporate Affiliate Partner.

- New corporate partnership with Serco Canada to include access to IEP's learning programs, networking opportunities, and development of the Quality Improvement Framework (QIF).

- Partnership manager appointed for IEP Australia - Matt Crossingham MIEP.

- New digital marketing and social media consultant appointed for IEP Australia - Peter Leneghan AIEP.

- Shortlisted as finalists in the Association Success Awards in the categories of Best Association, Best Event and Executive Director of the Year for Scott Parkin FIEP.

- Celtrise Consultancy became the first fully endorsed training programme provider to be Endorsed by IEP for their Self-Employment Mentor Training - Working with Disabled People.

- Earlybird AI for the Employability publication launched at official launch event in London with contributions and a foreword from the IEP.

- Annette Holmblad MIEP presents the Award-winning QIF at the IAEVG Conference 2024 in Finland 12-14 November 2024.

- Held our first development workshop with the team at Social Finance to design and deliver a bespoke suite of qualifications for IPS advisers across England, funded by NHS England.

- Angela Connors AIEP appointed Project Manager (Australia) for Project CDEEP Australia.

- IEP AGM takes place online and at One Great George Street, London.

- Guest speaker Levi Roots joins us at Annual Fellows Lecture kindly sponsored by Get Set UK and Fedcap Employment with support and thanks to RIFT Social Enterprise.



ACHIEVEMENTS 2023/2024



- Welcomed 100 New Fellows: Expanded the IEP Fellowship across the UK, Australia, and Sweden, recognising exceptional contributions to employability.

- Formed New Strategic Partnerships: Partnered with organisations across the UK, Australia, Sweden, and Canada, broadening IEP's international influence.

- 90% Retention Rate for Corporate Affiliate Partnerships: Deepened collaboration with long-standing partners, continuing to deliver professional standards and development.

- Thousands of New Learners qualified across our suite of programs: Supported a large number of learners to achieve IEP qualifications, increasing the number of trained professionals in the employability sector.

- Grew Our Partnership Networks worldwide: Increased number of Corporate Affiliate Partners, Learning Partners and Stakeholder Partners by 17%

- Silver Win for the IEP Learning Academy at Association Excellence Awards 2024: Recognised for the Academy's outstanding contributions to employability training and professional development.

- Achieved B Corporation Certification: Gained B Corp status, demonstrating IEP's commitment to high social and environmental standards.

- Progressed the implementation of the QIF with Belfast City Council: Entered the second year of our project with them and the first Quality Assurance Activity took place.

- Progressed our work in Wales: Began working with the Welsh Advisory Group and presented to the North Wales Employability Working Group.

- Reintroduced IEP Fellows Lecture: Brought back the Fellows Lecture after nine years with a hugely inspiring speaker, The Right Honourable Lord Michael Hastings of Scarisbrick CBE.

- Launched Register of Professional Practitioners: Created a registry to showcase member achievements, celebrating their commitment to professional growth and development.

- Created and introduced IEP Award in Supporting Participants with Complex Needs: Addressed critical needs by launching this learning program to help professionals support job seekers facing complex barriers.

- Translated Employability Essentials into Swedish: Made IEP's core learning program accessible in Sweden, expanding its international reach.

- Established Quality Improvement Framework (QIF): Developed the QIF to raise service quality standards. Ran successful pilots in UK and Australia with pilots underway in Sweden and Canada, with promising results.

- Expanded QIF into Canada: Successfully conducted a mini-pilot with Fedcap Canada, enhancing IEP's reputation and impact in North America.

- Formed the IEP Senior Leadership Team: Established a strategic leadership team to guide future growth and foster strong governance within the organisation.



- Hosted 2nd IEP Basecamp 2024 in Birmingham: Sponsored by Ingeus, gathered together frontline professionals and first-line managers for a sold-out event focused on networking, knowledge exchange, and practical workshops.

- Launched IEP Endorsed By Program: Created a quality endorsement for high-standard sector training, ensuring members access trusted resources.

- Increased Fellowship Program's Profile and Membership: Expanded the Fellowship, retaining and attracting new members through enhanced benefits and sector recognition.

- Strengthened Sweden's Partnership Network: Grew Sweden's profile in employability with a dedicated Partnership Manager and committed partners on the ground.

- Formed an IEP Board in Australia and Sweden: Established regional boards to drive strategy, increasing local influence in these key regions.

- Launched Australian Pilot of Certificate in Employability Practice (Cert EP): Delivered an intensive program focused on client-centered coaching, with leaders from Asuria Australia.

- Partnered with Serco on Project DEEP: Collaborated to drive employability excellence with a focus on quality, workforce development, and policy influence.

- Further Developed the Centre for Employability Excellence (CfEE) as a Global Resource: Evolved CfEE into a worldwide resource for academics, researchers, providers, and practitioners, providing data-driven insights, supporting evidence-based practices in employability.



- Organised 5th Annual IEP Summit: Sold out event for sector leaders and influencers in employability, providing insights to shape the future of the sector and unrivalled networking opportunities.

- Launched Centre for Employability Excellence Research Database (CfEED): Developed CfEED, a central global research repository of best practices, evidence, and resources.

- Published IEP Journal Issues #10, #11 and #12: Featured international insights on employability, and showcased innovative practices and success stories from across the globe, enhancing knowledge-sharing and thought leadership.

- Translated Resources into Welsh: Made core IEP materials accessible in Welsh, with the aim of extending our services across Wales.

- Collaborated with ERSAs on Sector People Survey: Gained sector-wide insights into workforce data, informing strategy and driving improvement.

- Held Inaugural Networking Dinner in Leicester: Organised hugely successful first Fellows Dinner in Leicester with the support of our partners, Business2Business.

- Hosted 100 Networking Dinners and Events across the UK and in Sweden and Australia: Expanded in-person events to foster community and share knowledge among Fellows and members.

- Launched IEP Learning Academy podcasts in Sweden and Australia: Providing on-the-go practical bite-sized learning for sector professionals, free as part of their membership.





- Developed and launched New Upgraded CRM and Launched New Website: Improved user experience with a new, user-friendly website and CRM system, supporting efficient member engagement.

- Increased In-Person UK Events by 89% and virtual events by 50%. Expanded regional and international events, boosting engagement and fostering a strong sense of community among our membership, accessible to member all over the world.

- Rebranded the Accredited Sector induction to Employability Essentials: Creating opportunities to deliver practical work-based learning to providers outside of traditional employability settings including the Justice sector.

- Launched our Employability Essentials Learning Program in Sweden and Australia: Offered foundational learning programs in these regions, accessible to 2000+ members in these regions.

- Launched Women in Skills and Employability (WISE) Network: Created a platform supporting women's career growth and development within the sector.

- Formed Global Fellows Collective: Established regular sessions to support Fellows, fostering a sense of community and opportunities for collaboration among IEP Fellows worldwide.

- Appointed Lauren Peacock FIEP as L&D Partner in Australia: Strengthened learning and development in Australia with a dedicated role.

- Developed 'Working with First Nations Peoples' Module: Created an Australia-specific module to support culturally informed employment practices.

- Organised Networking Event in Wales: Held Wales' first IEP event in Merthyr Tydfil kindly sponsored by Case-UK.

- Strengthened Partnerships with Local Government and Housing Associations: Collaborated with partners to expand employability support through local government and housing sectors, gaining new partners and members.

- Published IEP Yearbook 2023: Featured 30 stories from the sector, celebrating achievements and sharing insights across employability.

- Hosted DEA Conference Reception in Australia: Sponsored a networking reception at the DEA Conference, facilitating sector discussions and connections and communicating our commitment to improving disability employment services.

- Learning expansion: Won the IPS Grow bid in partnership with Social Finance and Centre for Mental Health to develop an accredited qualification for NHS England.

- Launched Over 50s e-Learning Program in Australia: Provided free access for our members across Australia to gain targeted employability support for mature job seekers, fostering inclusive hiring practices.

- Achieved Disability Confident Employer certificate (Level 2). In continuing our Disability Confident journey, we are ensuring that disabled people have the opportunities to fulfil their potential and realise their aspirations.



- Established IEP Day on Blue Monday: Created an annual day to promote mental health awareness and wellness within the employability sector.

- Developed Relationship with DWP and Other Key Stakeholders: Built valuable relationships with DWP, expanding IEP's influence and engagement

- Held High-Level Meetings in The Gulf and UAE: Strengthened international relationships with sector leaders, exploring future partnerships.

- Enhanced Recognition of Qualifications and Certifications: Improved the reputation and relevance of IEP certifications, gaining wider sector acknowledgment.

- Launched New Marketing and Branding Style: Refreshed IEP's visual identity, creating a modern and vibrant brand that resonates with IEP's global audience.

- Recognition of Achievements: Won Global Corporate Coaching Specialists of the Year for third year running and Most Innovative Employment Initiative for the Quality Improvement Framework (QIF).

- Shortlisted as finalists at the upcoming Association Success Awards: In the category of Best Event 2024 (IEP Basecamp), Best Executive Director 2024 (Scott Parkin FIEP), and Best UK Association 2024.

- Growth and diversification: Collaborated with organisations in sectors such as social housing, education, and justice to make IEP's learning available to those practising employability.

- Learning diversification: Won the IPS Grow bid in partnership with Social Finance and Centre for Mental Health to develop an accredited qualification for NHS England.

- Launch of the IEP Career Pathways: Three distinct pathways – Practitioner; Manager; and Employer Pathway, building on the Employability Essentials learning to provide a stepping stone to in-depth specialist IEP Accredited learning.

- Hosted 3 Centre for Employability Excellence Virtual Seminars: Provided opportunities for a global audience to come together at a range of seminars on topics including Good Work and Employers, is the Customer Always Right?, Employability Advice: Navigating or Integrate?, and Client-centred Employment Service Design.

- Continued our Learning Network e-Bulletin: Provided a range of specially selected online resources and promotional offers to help Members develop learning.

- Delivered 22 LiveLearnLunch interactive webinars: Presented by sector specialists on a host of sector-relevant topics designed to inform and enhance professional practice.



WHAT'S NEXT?



Second annual Fellows Lecture to take place with guest speaker Levi Roots.



Further development and progression of IEP Canada.



Development of a Trauma Informed Practice Qualification.



Continue to review and upgrade our CPD offer and supporting tools.



Enhance our individual Membership offer at all levels.



Further development of relationships in the Gulf and UAE, Bahrain and Saudi Arabia.



Continue to develop and embed the GIF in more countries around the world.



Review the Certificate in Employability Practice.



Establishing Centre of Excellence in Canada.



Development of a Youth-related IEP Accredited qualification.



Centre for Employability Excellence worldwide, wider network and reach.



Continue to engage with Thought Leaders through the IEP Journal.



Launch of the IEP Award in Employability Essentials for the Justice sector.



Strengthening relationships in Wales.



Ensure member engagement data is delivered on to enhance services.



Continue to develop the reach of the Centre for Employability Excellence to attract and engage sector professionals and stakeholders globally.



Launch of the Elevation Masterclasses Manager Pathway.



Developing relationships in Scotland.



Development of the Member journey pathway.



Continue our monthly IEP Fellows Collective and quarterly Global Fellows Collective.



Launch of the Elevation Masterclasses Employer Pathway.



Further develop the reach of IEP Australia, working growing members, partners and delivering IEP learning and member benefits to practitioners globally.



Support the development of career pathways to related sectors.



Continue to embed the IEP Quality Improvement Framework with organisations in the UK, Australia, Sweden and Canada.



Launch of the IEP Award in Coaching for Progress.



Development of a Centre of Excellence in the Gulf.



Continue to drive learning content and the opportunity to network.



Continue our important work around continuous improvement with sector employers and policy makers.



Development of accredited IPES suite of IEP learning for NHS England with Social Finance.



Pilot of learning in South Korea.



Develop a suite of 'micro credentials'.



Develop further thinking about a co-ordinated employability and skills sector.



Deliver more research opportunities to develop sector-wide engagement and thinking with a consistent message and cohesive voice.



Continue our LiveLearnLunch webinar series in association with expert partners.



Continue our work on 'entry points' to the sector including the IEP Talent Academy.



Continue our weekly IEP Podcasts series to provide easily accessible and added-value learning for IEP Members across the UK, Australia and Sweden.



Host our sixth IEP Summit in June 2025.



Provide accessible opportunities for all members to share views to shape future services.



Produce and host our third IEP Basecamp for first-line managers and frontline practitioners in 2024.



Continue to promote our learning and development offer, undertaking analysis to understand its benefits and impact to continuously improve.



Continue our series of IEP Fellows Networking Dinners throughout the UK.



Anticipate and respond to emerging needs and design new learning opportunities that meet the requirements of wider professions within the employability sector, as well as expand to support those in adjacent markets.



Continue to develop new Networking Events throughout the UK and internationally.



Engage the employability sector through the widest possible group of stakeholders, on a global scale, promoting employability as a professional skill that delivers proven social and economic value.



Continue to develop international opportunities alongside our trusted partners.



Make sure that our business structures and procedures are appropriate, high quality, and representative of the environment in which we operate. We aspire to be a role model organisation within our sector.



Deliver international events to engage globally.



Listen, understand and anticipate the needs of people and organisations. We will align services to current and future needs, ensuring inclusivity and wider participation. We will continue to form collaborative partnerships to create a cohesive voice for the profession.



Continue BCorp Accreditation Activity.



Further develop our learning and membership support to our partners in Northern Ireland led by Belfast City Council.



Develop and launch Employability Leadership accredited qualification.



Further develop the reach of IEP Sweden, growing members, partners and delivering IEP learning and member benefits to practitioners globally and strengthening relationship with PES.



Develop further accredited and specialist learning programmes in areas including young people, 'In Work' support, lone parents, quality improvement, self-employment, refugees and asylum seekers, single parents, homelessness and ex-offenders.



Relationships with government and public servants in Australia, Committee verbal and written submissions.



Further develop the CFEED employability research repository on behalf of the Centre for Employability Excellence.



Host regular seminars for the Centre for Employability Excellence on a range of subjects of interest to the global employability sector.



"It was the highlight of my working year and I am excited for the year ahead and also already looking forward to next year's Basecamp."

IEP Basecamp 2024 Attendee

DATES FOR YOUR DIARY

KEEP UP TO DATE AT WWW.MYIEP.UK/EVENTS

13 February 2025 - Fellows Dinner London

20 March 2025 - Networking Event Manchester

20 March 2025 - Fellows Dinner Manchester

2nd April 2025 - Networking Event Midlands

2nd April 2025 - Fellows Dinner Leicester

14th May 2025 - Networking Event Wales

14th May 2025 - Fellows Dinner Wales

12th June 2025 - IEP Summit 2025

FELLOWS
LECTURE
2024

IEP
SUMMIT
2025

IEP
BASECAMP
2025



12th June 2025 - IEP Summit Dinner 2025 Networking Dinner

11th September 2025 - Networking Event Birmingham

11th September 2025 - Fellows Dinner Birmingham

25th September 2025 - Wales Networking North Wales

2nd October 2025 - Networking Event London

9th October 2025 - IEP Basecamp 2025

30th October 2025 - Networking Event Liverpool

30th October 2025 - Fellows Dinner Liverpool

19th November 2025 - IEP AGM 2025

19th November 2025 - Fellows Lecture 2025

“Probably the best speech I have ever had the privilege of listening to. Inspiring, engaging, sensitive, intelligent - thank you!”

IEP Fellows Lecture 2023 Attendee



“I think IEP allows CPD to happen a lot more easily and freely, ensuring there are always things staff can do to stay active in this sector.”

Juli Browne MIEP, Supported Employment Manager,
London Borough of Tower Hamlets



“It’s a great event with speeches delivered by people with first-hand experience of the employability sector who came up with innovative solutions. On top of that, there is the possibility to network with other professionals in the sector.”

ILondon Networking Event 2024 Attendee



“A really good networking day and the speakers gave good food for thought.”

IEP Summit 2024 Attendee



“The IEP has played a fundamental part in ensuring that we support our staff to equally be able to provide the necessary support for the residents that we work within the customer groups.”

Victoria Whittle MIEP, Head of Jobs and Training,
Clarion Futures (Clarion Housing)



“The event reminded us all of the importance of reflecting on the impact we aspire to create versus the impact we actually achieve. It emphasised the pivotal role of attentive listening to gain a thorough understanding of how we can best support others.”

IEP Fellows Lecture 2023 Attendee



INSTITUTE OF EMPLOYABILITY PROFESSIONALS

3rd Floor
86-90 Paul Street
London
EC2A 4NE



020 3974 2033



enquiries@iemployability.org



myiep.uk



@iepinfo



@iepinfo