06 December 2018

Workshop notes: Community Fund - Employment and Skills

November 30th 2018, Christian St Hub

Attended by:

Abdul Awal	LB Tower Hamlets
Aelswith Frayne	LB Tower Hamlets
Anna Babic	Bromley by Bow Centre
Annick Batimba	LB Tower Hamlets
Azad Hussain	Osmani Trust
Barbara Deason	Four Corners Ltd
Cristina Mititelu	Open University
Frank Dixon	Limehouse Project
Gregory Cohn	Seeds for Growth
Helen Forster	Working Well Trust
Husnara Begam	account3
Jackie Eley	Half Moon Young People's Theatre
Jamie Bird	LB Tower Hamlets
Jason Barnett	DeafPLUS
Jeremond During	Money A+E UK
Jill Fricker	Poplar HARCA
Joycelyn Hayford	Black Women's Health & Family Support
Mark Waterman	LB Tower Hamlets
Mashuk Ahmed	LB Tower Hamlets
Megan Hunter	Tower Hamlets EBP
Mrs Rebecca Mansell	DeafPLUS
Paul Burgess	LB Tower Hamlets
Peter Vittles	THCVS
Pierluigi Garibaldi	The Royal Society for Blind Children
Shakir Sayed	Tower Hamlets Homes

Facilitated by: Gemma Cossins, LB Tower Hamlets; gemma.cossins@towerhamlets.gov.uk

The following notes come from flipcharts on the day. Stars are used to highlight outcomes/points that received sticky-dot votes of agreement/approval .

If you missed the workshop and/or have additional comments or suggested outcomes you can still give feedback. Email gemma.cossins@towerhamlets.gov.uk or vc.s@towerhamlets.gov.uk with your notes or to book in a conversation.

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Priority: Promoting ethical employer practices to focus on improving employment and progression opportunities for disadvantaged people, with an emphasis for employers on improving business practice

Suggested outcomes:

→ Support to secure 'access to work' support
→ Open days with key employers
→ Develop ambassador employers
→ Disability Quality Mark (employer outcome)
→ More employers are more inclusive**
→ Employer awareness
→ Disability confidence
→ London Living Wage
→ Generate opportunities
→ Work experience
→ Work placements
→ Job outcomes
→ Improved financial circumstances

Notes:

• Edith project; employement for all disabilities, not reducing barriers as such, but awareness, life skills, brokerage, retention for 4 weeks, CVs, work placements, volunteering
• Training support to employees on behalf of the employer
• Regular ongoing engagement, gives both sides support without bias. Once they reach a good level that's when to back off
• Does there need to be a different approach for different types of business? No, same principles apply
• Types/levels of work? Often basic – food handling, first aid, fire marshalling etc
• Hospitality is a big sector
• Currently targeting accredited training
• What's needed to progress? Both employees and employer support
• Communication is key; work is resource intensive, requires staff time
• Live interpreters; e.g sign live, online service with a number of allocated minutes per month
• 18 plus (23 – 45 mostly)
• Person centred service is key, with focus on employee
• Include focus on improved financial circumstances
• Think laterally; use technology (eg webinars) for training, skype appointments, on line videos, focus on the ambassadors

- Graduate scheme e.g Oxford uni, but doesn't have to be for graduates
- Funding for – marketing/videos/using ambassadors – both employers and employees. Short films to promote and educate

Priority: Enterprise support for women

Outcome: No of women owned start ups

Suggested outcomes:

➔ Increased knowledge of business planning and financial support via training, awareness sessions***
➔ Higher success rate due to development of a business plan
➔ Increase in number of women developing a written business plan*
➔ Increased knowledge of requirements in chosen field (e.g food industry FSA hygiene requirements)
➔ Increased opportunities for women furthest from the labour market or women on a low salary to develop skills and 'start up'
➔ Increased access to independent support and advice for women
➔ Increased confidence

Notes:

- Women with English as a second language?
- Single mothers?
- Women with low or no formal qualitifications?*
- BME women?
- Mentoring?
- Peer support?

- Training delivered by someone who has 'been there done it'
- Training delivered in schools (for example) and building on 'life skills'

Priority: Support focussed on increasing access to arts and cultural industries

Outcome: Higher numbers participating in arts activities and schemes that lead to training and employment in the creative sectors

➔ Increased opportunities for:********
  - BAME
  - Women
  - Disabled
  - White working class
  - Older people
➔ Increased access to people working in the industry
➔ Increased paid work experience opportunities/paid internships**

➔ Access to industry-relevant training (not just accredited, an alternative to the current. Accreditation where relevant)*

➔ Availability of 'taster sessions' to enable participants to consider fields within the creative sector (through community arts projects)

➔ Increase in people participating in arts projects for the first time**

➔ Increased support for people to learn how to develop a career path into the creative industries****

➔ Creating pathways for skills developed through hobbies/interests to become employment/a career

➔ Support into field (does not have to be tied to employment)

➔ Develop skills, knowledge to enable self-employment/freelance employment (as is common in the industry), access to ongoing support/business skills)

Notes:

• A journey...becoming a participant and then being recruited to the creative sector

• Projects that get people interested in and participating in arts*

Priority: Employment and volunteering opportunities for older people

Outcome: Increase in proportion of older peoplee who feel they are able to continue making a positive contribution in our communities through volunteering

➔ Increased training opportunities to develop skills, increased positive thinking and increase confidence to (re)access employment**

➔ Opportunities for older people to become tutors

➔ Increased proportion of older people securing employment*

➔ Increased access to mentoring opportunities for older people*

➔ Development of interview skills*

➔ Opportunities for older people to meet a wider range of people from different background/ethnicities, to increase confidence to participate in other things (e.g joining committees)*

➔ Opportunities for older people to develop skills to become trustees

➔ Older people recognise the skills, knowledge and experience they have, increasing their confidence

➔ Consideration of self employment opportunities

➔ Increased volunteering opportunities in services delivered for older people (e.g befriending) including those that increase employment

Notes:

• Start up enterprises (including social enterprises) and all the opportunities mentioned in the other priority (i.e enterprise support for women, but for older people)

• 'Champion' roles for older people(leadership, signposting, info sharing0 to share/lead knowledge and experience*

Priority: Reducing barriers to employment for disadvantaged groups

Outcomes to be developed

Suggested outcomes:

→ Increased confidence
→ Increase in life skills**
→ Increased employability skills*
→ Increased knowledge and awareness of barriers amongst employers**
→ Young people empowered with work ready skills**
→ Increased number of mentoring/internships/work experience**
→ Increased engagement with employers
→ Increasing platforms for engagement for disadvantaged groups (methods of interaction and participation)*
→ Improved communication /presentation and interview skills****

Notes:

• Disadvantaged groups defined
• BAME barriers defined

Priority: Employment skills for vulnerable young people who are NEET

Employment and skills for young people at risk of achieving poor outcomes

Increase in the number of vulnerable young people engaging and accessing provision

Reduction in the percentage of young people who are NEET

Suggested outcomes:

→ People are better informed of what services are available, but targeting in innovative ways, e.g. venues like chicken shops, places and people that NEETS actually come into contact with
→ Increasing quality of youth service and engaging previous NEETs as mentors and role models to help young NEETs*

Notes:

• Keep age group to 18 -24 years