

# Area 4 & 5 Employment & Skills Partnership

## Part 1

### Purpose of the Group

To co-ordinate and promote Employment and Skills provision in Areas 4 & 5

### Update

Had one meeting in September and agreed the following priorities;

- Supporting economically inactive residents (but not claiming benefit) into work
- Help capacity build local groups through better joint working
- Support new communities into work
- Support for local businesses to take on local residents
- Support Parents/Families with returning to work

The main action at the moment is around mapping local provision and supporting better local joint working. This has already led to the positive outcome below.

### Capacity Building

BELONG identified a need for more of their informal and accessible ESOL support, and following the initial partnership, they secured additional funding (through Castle Cavendish's Training & Support Grants scheme) and this will allow for 54 extra ESOL classes over a 6 month period, with the sessions being held on a Saturday morning and one evening in the week. Class size is between 10-15 students.

The next meeting is 12<sup>th</sup> January 2017

## Part 2

### Success stories of clients that NG7, Futures & Castle Cavendish have worked with

#### Case 1

JM came to the UK from Portugal and had expertise in engineering and so was looking for work in this area. After spending a considerable time looking for work in this area and not having much success he managed to obtain employment with a salad cutting company as he desperately needed to work to have a source of income to survive. He was working 12 hour days and was demotivated as it was well below his skills level. It was also putting a strain on his relationship with his partner due to the long hours. JM was very close to going back home. He however heard of NG7 through someone and came for help.

JM told us he had 12 years experience in the automotive industry working for Volkswagen within production. Through extensive support and guidance including one to one motivational work and cv rebuilding JM started to feel better and became motivated to keep trying for opportunities at his level. After about 4 months of such support we identified a vacancy at Toyota in Derby for a Team Leader on the production line. JM applied for this and the selection process involved a 3 stage on line assessment, a days assessment on site and then a full interview. JM received support prior to these assessments and was well prepared and went into the process motivated and with self belief. He was successful in all the stages and so was offered the job at £30,000 salary which he accepted.

## **Case 2**

AA arrived from Sudan as a refugee. His English was very poor and his overall education was poor also due to the situation in Sudan he was not able to receive schooling. He also had no work experience. Given his poor command of English and being unfamiliar with the system in England he was not receiving any welfare benefits. NG7 through a translator (Arabic) helped him by getting him on to state benefits and helped him by getting help from local food banks. We then began work on his CV and enrolled him on to an ESOL course. After about six months of help and with a slight improvement in his English we supported AA in obtaining part time employment working in a restaurant. AA was keen to only work part time initially due to attending classes around improving his English.

## **Case 3**

ED originally came from Italy and had been in England for about a year looking for work without any success. She had a Masters degree from Italy in Cultural Heritage Management and had work experience in Italy but in this country she was finding it extremely difficult to get a job in this area of work. Her English was very good but she was getting a bit disheartened with the situation and felt there were barriers and possible discrimination although there was nothing overt.

NG7 did a lot of work with her around making sure her CV was fit for purpose, establishing what her short and long term goals were and looking at a strategy as to how we could do targeted work and try to get her a job in her particular field which was a rather specialist and niche market. It was agreed that we would target museums, art galleries and stately homes for possible vacancies. After about 6 months we identified a vacancy for a part time post of Administrator at Chartwell House, which we believe was the home of the famous ex Prime Minister, Winston Churchill.

Although it was far from Nottingham and only a part time position we felt it was a good opportunity to gain some experience and networks and also get her foot in the door. ED applied for it and was successful. Having taken up the position ED was very quick in securing a promotion to a position of Supervisor and an increase in hours. She is able to utilise her Italian language and acts as a translator for visitors. She is really happy in her work and still lives in Nottingham and commutes back at the weekends.

## **Case 4**

HT came from Eritrea as an asylum seeker had been in England for one year without her partner who was still in Eritrea and no other family members. She was in receipt of JSA. Her English was very poor and she was attending entry level ESOL to improve her reading, writing and communication skills. This finished in July of this year and she told us at NG7 that she was now looking to move into paid employment in the areas of cleaning or packing work. She attended on a weekly basis and received intensive one to one support as she was lacking in confidence and was unfamiliar with the process of applications and not familiar with using computers and the internet. We built up her CV and over a period of 9 weeks she was with support applying for jobs online. Her Advisor was setting tasks for her in order to build her confidence and up skill her. She continued to attend ESOL.

HT then applied for 6 vacancies and secured 2 interviews for cleaning posts. With further specialist help around interview preparation and skills she was successful and is now employed as a Laundry Cleaner for the NHS working 20 hours per week. These hours have now increased to 30.

## **Case 5**

LW (age 23, unemployed since June 2016)

Her aim was to change career from admin/office role and work with children and young people.

LW has been successful in gaining a job as a trainee Residential Children's Worker after completing the health and social care SBWA organised by Jess Grice.

Details of support given by Futures:

- CV review
- Covering letter support
- Careers advice related to working with young people
- Inform of and book onto Sector Based Work Academy
- Intensive interview preparation

She is also volunteering at the refugee forum whilst awaiting her start date and DBS check. Once she has received her start date she will be accessing a Robin Hood travel pass through YEI for her first month of work.

## **Case 6**

SF (age 27, never worked before)

SF is looking for work now her daughter has reached school age. She has a university qualification in ICT gained in India but no formal work experience.

Her short term goals are to find retail work or administration work with a view to moving into her area of specialism when her daughter is older and after she has built up her UK experience.

SF has started improving her employability by finding 2 voluntary placements, one at Disability Direct doing administration and the other at Oxfam bookstore where she is gaining customer facing experience as well as using her IT skills towards their social media and web store. This is also improving her English and her confidence.

Details of support given by Futures:

- CV review
- UK NARIC qualification comparison
- Interview advice
- Job search support
- Advice on volunteering
- Provided personal reference for voluntary job

## **Case 7**

TC (age 27, long-term unemployment)

When joined the project his main barriers stemmed from his lack of qualifications and considerable gaps in employment. He had studied basic level 1 courses in various subjects however, the qualifications he had achieved were attained over 10 years ago. He did not attain GCSE qualifications. All of which made him feel as though he could not secure employment.

TC went from being unemployed for nearly a decade to securing his dream retail position, with B&M Bargains. During his time on the Step into Work project Tim learnt how to relate appropriately to others and meet expectations in a work environment. He also regained his self-confidence, organisational skills and punctuality. He continued to stay in touch with the project and was contacted regularly for check-ups and as a reminder of the support on offer.