

Building Better Opportunities

Notes from Workshop Sessions of May 15 and 18, 2015

Yellow group: Social skills, long term unemployed, ex-offenders

What do we already do relevant to the theme?

PLUSS – SE – Obtain and sustain employment
WC – employment, skills,, steps to strides, 18 months in work support, developing employability access services
Opendoor – AQA – Certificating basic skills, informal group peer support, confidence building.
ASDAN – accreditation opportunities
Viewpoint community media – CIO – comms training, supporting people in social skills, building confidence in those furthest from employment
Glos Wilts partnership – 16 -18 19+ adult learning provision
Inner flame – courses for 16 – 25 – personal development
SEQOL – Support employment opportunities, develop confidence
Wiltshire College – FE college, apprenticeships, difficult to engage –
Threshold – hostels 16+ mental health.
Nelson Trust – women offenders and women with severe multiple disadvantage
YTKO – Outset programme – supporting offenders, secured £15m for programmes, with social disadvantage groups, drugs and alcohol etc.
MADANU – Wiltshire and Swindon
Brings groups together – skill building, employability, enterprise building, confidence,

WC Heritage and Arts to engage people
WFCAP – across sectors, support CAPs, lot have community hubs
Vol centre Swindon – volunteer services, wide variety of issues,

What can we offer to a partnership?

Open door – safe place for adults with learning difficulties to come together
Threshold – supporting individuals through process (accommodation and stability during) can allocate officer
Wilts College, New College and Swindon College – infrastructure around reporting lines, facilities (training rooms etc) network (employment advisors)
WC – experience of EU funding and infrastructure in place – systems, processes and bid writing
SEQOL – skills and relationships required – infrastructure in place
PLUSS – infrastructure, local contacts and linking
CF – expertise in network, joined up co-ordinated approach
Viewpoint – first stage, initial contact, informal training and engagement
ASDAN – customisation of programmes
Inner Flame – Wide range of business contacts.

What needs are there that fit BBO eligibility?

People with Aspergers 18+, educating employers – disability awareness – treating them as people not conditions
young people leaving care 18+
Self employment

Supporting volunteering opportunities – productive, valued and useful for individuals
Long term unemployment – people with poor mental health – getting them into employment and sustaining employment
18+ with skills and qualifications – have no employment – supporting them into roles
“wrap around” holistic approach – employer + individual + policy
Ex-offenders – better education and support for employers
Multiple complex needs
Programme based around interests rather than skills they lack – lead to wider support eg core skills
Understand individual and what gets them inspired – develops groups with common interests – important for inspiring those furthest from employment
May come into an activity – leads onto other opportunities
Holistic approach is important
Strand gender specific – women who are on the margins will often engage better in gender specific groups
Access in environments they are comfortable with rather than expecting them to come to us.
Urban/rural /different parts of Swindon – local solutions needed.
Use local networks
Participants get a sense of achievement through process.

Use work to show employers that need to adapt to accommodate these people.
Look at value of individuals and what they bring
challenge prejudices
Fund out what individuals’ potential is – building confidence.

What would be want to do with BBO funding?

Quality of experience for participant needs to be high, if so more likely to recommend to others.
Harness the resources of adjacent sectors (added value) – incentives
Elements need to work together as well as partner – don’t lose common threads across these elements. Again – integration with other streams and funding.
Do things a different way – an opportunity to demonstrate
WC useful in helping with some of the mapping.,
Some clients so far from employability – about simply helping them with social skills, confidence.
CAPs administering Time Credits – bite-size experiences
Horticulture and the arts – routes into engagement.
Success factors for taking people on a journey:
- organisations working together
- stick to what you do and do well and pass on
- strong referral links
- success measures for individuals – measurement of these – lots of different ways to do so, how would you measure their progress along their journey?
How can we differentiate from the SERCOs of this world? Need to articulate this and measure
Participation in volunteering – important element – we can deliver this so much better
Broad themes of services – outcome indicators under this
Small, niche organisations – what if I just want to deliver a tiny element? – how can we allow for this? Membership consortia?
Need to understand each other well to deliver in partnership – single point of contact. Mechanism for cross referring/sharing of information.
Additional measures – capture things like no. GP appointments – either outcomes/savings
Importance of health services as a place where they identify a range of issues
Role in mapping how we identify and engage people – HA, street, GPs

Threshold – referral/training officer
ASDAN – work with partners to develop series of bespoke accreditation/training progs
Include ancillary funding
RONI – develop primary equivalent
Initial diagnostic tool – preventive measure as opposed to sticking plaster

What capability do we have to deliver if we are successful?

Staff an issue in the lead in period, members with personal aspirations already, significant capability in current area (public and vol sector) – scaling up existing infrastructure

How could we best co-ordinate with others in bidding and delivery?

Dropbox, doodle poll, Facebook, teleconferencing, keep talking, lead details to all, establishing milestones at offset, potential leads to co-ordinate. Depends on the lead, starts with that. Do we use lead as entry point – how are resources and responsibility split? Map out journey of how far people are from employment and cluster deliverers around that. Nelson Trust - Isis centre – venue for women specific activities
WC – 32 libraries and 5 mobile libraries
WFCAP – 4 CAPs have Community hubs – drop in centres, job clubs etc – local knowledge, networks and local businesses.
Area boards – capital projects fund
CF – Community Transport and youth Action Wiltshire working with NEETs
Develop/Vol centre – links into employers
All well networked into those people that are hardest to reach

Who else should be involved?

Job Centre, NHS, Partners outside partnership, enduring partners – signatories, federation of small businesses, community centres, residents groups, churches? Seat at the table CCG, Police, Housing Association, DWP/SFA, Probation service, Prison service, MOC and associated charities, employers and media, groups with more BME contacts, outside the county/cross borders- esp. for SEND.

Blue group - Practical barriers to employment, including rural isolation, financial exclusion, digital exclusion, childcare & transport

What do we already do relevant to the theme?

SUNS – listening line, life skills,
SOBS – helping families to maintain employment
Uplands ed trust – work experience, placements, linking with businesses
TWIGS – horticulture and catering projects
Medanu - skills, practical courses,
Lift psychology – courses and counselling
SCWAD – rare disorders, support group, activities, trips
Learning for life – development plan 1 to 1, life skills, counselling, pain management,
VAS – therapies, support, counselling, stay out of hospital
Thera – SW – independence young people ed to next steps, personal assistance, job coaching
Pluss – into employment and then in work support employer engagement and job coaching.

What can we offer to a partnership?

experience
individual work/assessment of barriers
preparing people one to one to groups
courses – job search, interviews, confidence
business start ups
previous experience of EU finding and bids
networks, buildings, websites
proven projects
one to one support, personal development plans, job club, life skills, personal/direct experience of complex health issues, clinicians, therapists, understanding of barriers to employment, transport training, micro enterprise.

What needs are there that fit BBO eligibility?

listening/talking
isolation
ongoing support into work and beyond
transition from child to adult services
skills/education
practical assistance
confidence

What would we want to do with BBO funding?

build networks/join all up
playing to our strengths
mapping of current services
equal opportunities – one to one support into work and for the long term
home visits
Money follow individuals?
central leadership and responsibility, holding sector together
transition and continuity
sharing/reducing overhead/delivering in a different way

Active plus – more causes/programmes which make a difference/move people on.
Creating a pathway for orgs to contribute where an individual joins
R/Fel -

What capability do we have to deliver if we are successful?

Connections into networks
Build map of need and capability
Flexibility of going to the person, not them coming to us
Volunteer management experience

How could we best co-ordinate with others in bidding and delivery?

networking
lead partner/org to join groups together, clarity of structure/process
dividing up costs/payment between partners
following up contacts made today
clear description of what partners could bring to table and support offered.
Sustainability of funding
supporting smaller partners
what do partners want from lead?
Avoid duplication

Money follows individuals? But lottery keen on supporting staff instead in case person gets stuck
map of orgs and what they provide, a pathway diagram
Practical solutions need to remove barriers to engagement

Who else should be involved?

Service users and potential service users, Statutory providers – DWP, NHS, GPs, council, employers
Carers, Independent project manager/org/auditor,

Wiltshire contacts/orgs, small grassroots community groups eg lunch clubs.
Educational organisations, advocacy services, childcare providers and carers, transport providers,
Media and comms.

Red group - Mental health, long-term health conditions and learning disabilities

What do we already do relevant to the theme?

Financial exclusion – W and S
Children's centres – S and W – hard to reach areas
Transport – dial a ride Swindon and Wheels to work W and S
Education provision – NEETS, older people, training/support adults, housing association areas.
Debt/benefits/financial
Supported employment – 16 + Business links
Business support including finance
young carers /NEETS – opportunities
Volunteering opportunities
ESF knowledge
mentoring support
childcare/crèche
accredited and non accredited learning – eg IT, cooking course

What can we offer to a partnership?

Capacity
Partnership experience – organisations already working together
Bespoke/specialised services with signposting
outreach – multiple service, geography, ground level/grassroots
Other funding
contacts
supported placements
Office/meeting space, accredited training

What needs are there that fit BBO eligibility?

Addiction
childcare – not just early years
Homelessness
Financial – advice and support
Physical disability and mental health
Holistic needs provision
Learning difficulties, Ex offenders (or nearly ex/probation)
Isolation, mental health, lack of self esteem, physical disability/autism

Refugees
army personnel and over 50s retraining.
long term worklessness
carers/post –carers returning to work, young carers, single mums gypsy and travellers

What would be want to do with BBO funding?

Volunteering development programme
steps into employment
Extend reach of current programmes

Link organisations to provide a way of putting the jigsaw together – pathway to training.
Reach out to rural hard to reach communities
Individual support
try some new things – new ways of working
Client/user lead not process lead.
capturing what we find.
Fill the gaps – 16 – 18 provision is good, so more to other groups
Holistic provision – transport training, home support, on going
Geographical spread – joining the dots
Life skills for those with complex needs
Identification/targeting
Outreach – support in own homes and regionalised, BME

What capability do we have to deliver if we are successful?

Capacity – staff time, ability to “look” for the need – or keep existing need alive eg closure of children centres in S. Existing partnership arrangements, urban/rural spread. Engagement with other agencies eg statutory bodies
Openness – wanting to collaborate, the whole is greater than the sum of its parts.

How could we best co-ordinate with others in bidding and delivery?

Smaller groups want to pull together behind a lead
Each lead needs to provide a vision to which they can subscribe, pitch.
The lead organisation should have a board of key partners or representative partners
Set out shared objectives
Use theory of change – what difference are we trying to make

Who else should be involved?

CCG, Business Link, DWP, JCP, Beneficiary representation eg Housing Associations, TAs, NHS mental health trust, schools and colleges, probation service, drug and alcohol services.

Green group? – Younger people, over 50s, BME, physical disability

What do we already do relevant to the theme?

Volunteer centre – vol brokerage and training for organisations
WWT – opportunities for skills
Swindon Skills – employers needs
Green Labrynth – ESF and apprenticeships
Wizard – work experience

Swindon College – employment skills
SMASH – young people (vulnerable) mentoring
Create studios – production media/engagement and skills NEET work, on LEP board\\
Adviza – careers guidance, specialist targets, potential NEETS
British Red Cross – careers guidance, specialist targets, potential NEETS
Wiltshire Council – training and development – apprenticeships
Inner Flame – non accredited learning and training
SBC leisure – 20 programmes – street games, sports, engage young people

What can we offer to a partnership?

Progression routes and engagement , leading to education and training.
SBC able to engage with non engagers – mentor and support young people through pathways/route.
WWT – activities offered to provide initial entry for hardest to engage. Local experience/knowledge
Create – equipment/resources
Adviza - Proven track record of ESF delivery and contracts
Everyone to highlight specialism
Support and systems from orgs with SFA experience
added value – Involve Swindon
Sharing expertise
scalability of activity
volunteers
non accredited training.

What needs are there that fit BBO eligibility?

WC – local intelligence
Autism spectrum and those at risk of becoming NEETS
Literacy and numeracy skills
Isolation of young mums and dads
Lone parents – out of touch with labour market, lack confidence, money management.
Travel training/availability
Those not falling into specific categories
diverse needs
homeless – those dropped off the radar.
steering through barriers
travel issues
new arrivals into UK – language barriers
IT skills – esp over 50s and career change
Carers – support for them

What would be want to do with BBO funding?

Good infrastructure for management and compliance management
support to smaller delivery partners
develop specialisms – eg autism specific interventions
Specific, tailored to individuals and individual hand holding support, one to one, then in-work support
Full cost recovery
Priority to young people
earmark funding for young people
awareness to employers/engagement
transport/travel issues

volunteering/ personal development/confidence
referrals between services/projects

What capability do we have to deliver if we are successful?

Access/reach to potential beneficiaries
offer of placements/activities
contact with sympathetic employers
staff – experienced and well connected.

How could we best co-ordinate with others in bidding and delivery?

bidding – leads should talk to each other, VCS lead ideally, leads to find out more about potential partners, scoping exercise to then be tested
delivery – thematic groups within project to provide support and overview.
How do we get referrals?
Initial assessment of individuals
Journey map
referral process – self or through various agencies, initial assessment of need
Opening up links and visualising a journey
linking with partners
independent guidance/mentor through the journey
“personal shopper”
key worker/person for beneficiaries
mapping options
consistency around assessment/evaluation
what works already
working with employers to apply for funds

Who else should be involved?

Employers and service users