

City Limits Employment

Supporting families who face multiple barriers to employment.

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Objectives of the session

- Understand issues and barriers to work and skills for families
- Understand how the supported employment model is used
- Give an overview of best practise linking into training and employment opportunities that are closely related to the economic growth sectors in Southampton.

Introductions



Basic health and safety

Please ask questions as we go.



City Limits Employment

EMPLOYMENT

- Southampton City Council under the directorate of Chief executives office, Transformation and development.
- We began as part of Southampton Day Services - In 1990 supporting five clients with severe learning disabilities.
- After 23 years we now support over 900 clients from all disability and disadvantaged groups.



Our Philosophy

Philosophy –

- That anyone can work regardless of their disability or disadvantage.
- Providing the right support is given, in the right place and at the right time.



Working with Families

ESF Funded national Families Project called Progress!!

Aims of Progress!! Are:

- To remove or help family member to overcome the barriers they perceive to stop them getting into Employment or training.
- **Provide practical tools and learning opportunities to move closer to the labour market.**
- To enable families to come off benefits and reduce worklessness.

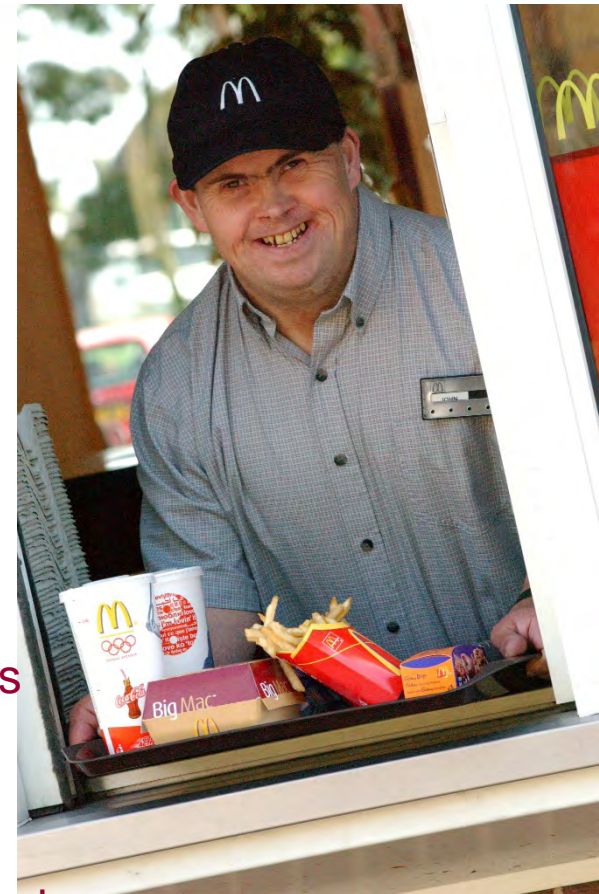
How we do it

Vocational Profiling:

- Gathering information and experiences - C.V Building
- Look at skills, interests and abilities – Look at volunteering?
- Other relevant information – travel
- Benefits Information – Better off calculations
- Medical information

Job search

- Talking to employers
- Volunteering
- Making reasonable adjustments
- Work trials & practical interviews
- Work clubs



Definition of Worklessness

- This includes those who are unemployed but also those adults who are *economically inactive*:
- Adults of working age who are not working, are not in full-time education or training and are not actively seeking work.
- Of those, some may be outside of the labour market out of choice as a result of caring responsibilities for example.
- However, some may want to participate in the labour market but face barriers to employment. (LSC 2007)

Group Activity

In Groups please discuss and write down the effects of worklessness.

Discuss in the wider group.

Effects of Worklessness

- Family
 - Poverty
 - Debt
 - Family breakdown
 - Family dynamics
 - Crime
 - Domestic Abuse
 - Mental Health
 - Physical Health
 - Homeless
 - Substance Misuse
 - Education engagement
 - Generational modelling
 - Input form external agencies / Social services / Police
 - Cost to worklessness - benefits
- Individuals
 - Crime
 - Debt
 - Poverty
 - Mental Health
 - Physical Health
 - Homeless
 - Substance misuse
 - Poor engagement
 - Family dynamics and relationships breakdowns
 - Cost to worklessness – benefits
 - Lack of engagement
 - Lack of motivation

How does Progress!! Work with families

- Referrals received
- Meet referrals – explanation of the project
- Set goals
- Break down the goals – Progress measures
- Access / Getting to know you
- Fill in the gaps / build confidence and skills

Group Activity

In Groups we would like some of you to think about:

What barriers an individual could have to employment?

What barriers could some families face towards employment?

Then come back and discuss in the wider group.

Barriers for an Individual

- Financial – Benefits trap / Debt
- Transport – Getting to where they need to be.
- Disclosure – Health / Mental health / Physical / Disabilities or criminal convictions
- Housing
- Qualifications – None or few
- No work history – No references
- Substance Misuse – History of or current
- Family members – Domestic abuse / lack of support / control
- Unrealistic expectations
- Trust in professionals
- Confidence, self esteem, self belief
- High competition for jobs due to economic climate.
- Beliefs – No work ethic, generational unemployment
- Peer pressure
- Dependants – Children / Pets
- No phone / mobile
- No easy access to Internet / No skills to use the internet
- No or little basic skills – Literacy / numeracy
- Poor communication – ESOL / Disability / confidence
- No interview clothes / work clothes / PPE
- No ID – No passport / Birth certificate
- Disabilities
- Discrimination Age / criminal convictions / religion / race / disability / gender / sexual orientation – can go both ways.
- Personal Hygiene / Personal appearance
- Childcare
- Criminal convictions – Licence restrictions
- Personal beliefs – relationship building with your client.
- Issues with authority

Barriers for Families

- Financial / benefits might be affected
- Childcare
- Support form external agencies / lack of support
- Contact time with children in care.
- Availability / flexibility in hours available
- Caring for family members
- Unsuitable housing
- Transportation
- Insular communities / hard to reach / cultural
- Family culture / reputation
- Trust
- Allowing practitioners into their home / history of let down / failed
- Falling through eligibility criteria's
- Substance Misuse
- Offending behaviour
- Generational worklessness culture
- Cultural expectations

Pathways to support clients.

Employment

- City Limits Employment
- Job Centre
- Wheatsheaf
- Work programme providers A4E / Maximus / CDG
- Work clubs / Job Clubs

Benefits

- JCP
- SARC
- DAIN
- Citizens Advice
- Welfare rights – SCC

Training

- Local colleges
- Solent EBP
- Learn Direct
- Wheatsheaf
- Princes Trust
- Enham
- Groundwork Solent
- Bespoke training
- Apprenticeships
- PETs Ikea / costco / sainsburys
- Womens Wisdom
- TWICS
- Catch 22

Some Best Practise

Construction skills course
linking in with local employers
on Section 106' s

Pre Employment Training
(PET' s) written with new
employers so if is specific to
their needs

Skills for Jobs – European
Project to collate Best
practise that is being
delivered

Prove it!

Some case studies / examples
Names have been changed for confidentiality.



Carly's story

- Has 3 children
- Last 3 relationships DV – Police involvement
- 17 year old NEET
- No qualifications
- No work experience





Dave's story

- Dave was 21
- Habitual cannabis user
- Unemployed for over 2 year.
- Poor relationship with parents
- Vulnerable – loses money to “friends”





- Now working and has been working for 6 months+
- Has not smoked for 4 months
- Meeting new friends





A Family Story.

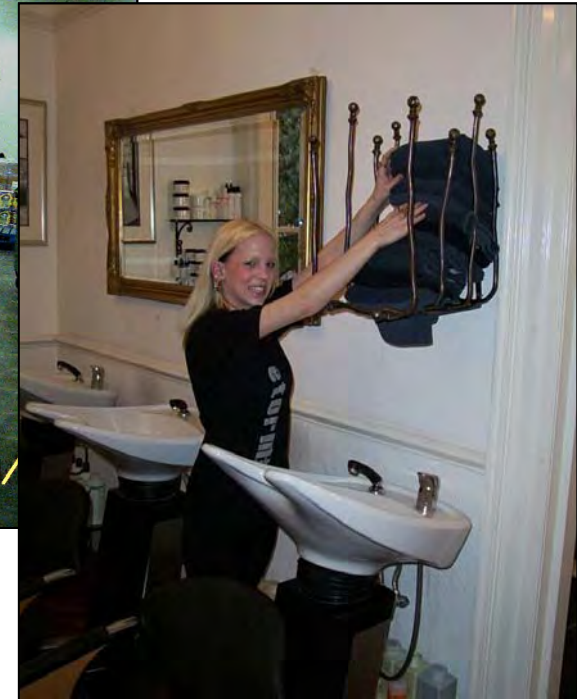


- Jon was a student in Southampton, he met his partner and they had a baby.
- Jon and partner lost their jobs
- They got evicted.
- Jon was referred to us.
- Jon's partner suffered from post natal depression. Not engaging with services or going out.
- They had also been threatened with eviction as Jon's benefits had been sanctioned. No money to pay the rent. Referral to homelessness who intervened and negotiated with the land lord.

- They now regularly attend regular groups
- Jon applied for a care job and was offered the job.
- Jon started his full time job 2nd Jan 2013, his partner is now also working part time.
- We helped to find suitable childcare
- Now moved out into a new place and everyone is much happier!
- They now have baby number 2 – all very happy.



Any Questions?





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