



Employment Community of Practice

30.03.21 14:00-16:00

Minutes

Notes

Introduce today's topic and speakers

Data on unemployment figures in the borough of Brent that were shared to frame today's meeting can be found on the following document:

- <https://legacy.brent.gov.uk/media/16415098/jgs-research-base-2019-2040-new-regeneration.pdf>
- <https://www.trustforlondon.org.uk/data/boroughs/brent-poverty-and-inequality-indicators/>
- <https://legacy.brent.gov.uk/media/16415098/jgs-research-base-2019-2040-new-regeneration.pdf>

Shaw Trust

Tristan presented the work that the Shaw trust do and how referrals can be made to the service. The presentation slides will be shared with alongside these minutes. In brief there are two main programmes that the service offer

Work and health programme- open to a number of individuals- [see presentation] has

3 phases

- Overcoming barriers
- Upskilling
- Employment

JETS- the last part of the work and health programme in many respects 3800 people into work over the last 12 months. 6 months long and is completely remote [Laptops and Dongle can be provided]. Dedicated employment advisor and coach who the individual meets on alternate weeks. Light touch support.

Questions



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In part it may be as the JETS programme was because of the pandemic and created more opportunities. It is hard to know really, but there would have been multiple factors.

Jessica to Everyone

J How do you make referrals?

MagdaS-Work Rights Centre to Everyone

MR can you refer a client with low English skills?

Thanks

Tahmina Nizam (she/her) to Everyone

TN How much of your support is in house? You made reference in your slide to the variety of interventions (i.e. mental health, homelessness) so I wondered how much of this was through partnerships.

Tristan.Fontagio to Everyone

T It depends on the support in question, our Support Managers are very well educated in supporting people but we do use specialist partners, where specialist support is required; therapy, addictions etc

Zoe Pye to Everyone

ZP Hi Tristian-why do you think you were more successful in supporting people in to work during the pandemic?

- Referral procedures are noted in the presentation and can be accepted for those in Brent and the other 6 boroughs that make up the WLA.
- Criteria for JETS means that one does not have to have an UC claim, but does need to have the right to live and work in the UK
- Language barriers- The individual needs to have a basic level of English. We have ESOL classes, but the person needs to be able to hold a basic conversation.

Beam

Joanna talked through the steps that BEAM takes to support those who are experiencing or affected by homelessness to gain employment. The presentation will be shared with these minutes.

To note that BEAM

- Work specifically with people who are experiencing homelessness or threatened with it.
- Currently only accepting referral for those who have a housing officer from Brent council.



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- Can also support members back into Private rented accommodation- including paying deposits, moving costs, first month's rent and essentials.
- In Brent most referrals are for employment.
- 1 year operating in Brent £110,000 raised for Brent residents. 82% sustainment. 100%of campaigns funded.

Questions

Tahmina Nizam (she/her) to Everyone

TN

do all budgets have contingency and how is it calculated?

Housing q - with the increase of referrals for people at risk of homelessness, are you doing more prevention work?

- People don't need to have campaigns if they don't want to and can share as much, or as little as they feel comfortable.

Marcus Twigg to Everyone

M

do clients have to post there story on your website in order to get support?

- All budgets have contingency's- this is 10% of the budget
- We have not had many referrals for housing in the borough and at present these are all from the local authority housing services.

Ben Sanders to Everyone

BS

Are there obvious trends in terms of who has successful campaigns (demographics/issues presented/jobs sought) etc?

- it is hard to say, but motivation is a big key.
- Demographics- no major demographics- but we do have a large cohort of single mums at the moment, but this changes often. I will look more into this and feedback.

Brent Works

Marcellos spoke about the support provided by Brent works and The Forge. They offer a brokerage service to source and support people into work and work closely with Brent Start who support people into work. The presentation and links will be shared with these minutes.

Briefly

- The service helps to Find opportunities for Brent residents to find work in and outside of Brent.
- Working with various employers who can advertise their vacancies on the Brent works portal. Also work with local partner agencies and organisations to support areas in the community.
- One current opportunity is work with the FA, which also supports people into partnerships and also into work.



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- working with apprenticeships to support people into the media industry.
- Also working of different projects around the region, for instance the Forge. A collaboration between west London councils, Shaw trust, HS2, job centre and other partners.
- Support the large-scale development of the area. Many local vacancies are opening through this project, for both apprenticeship and non-apprenticeship roles.

Questions

Joy Christopher to Everyone

JC

When you say Care Leavers what are the age range do you recruit for apprenticeship/ and non - apprenticeship as this will be helpful with my colleagues who are working with some of our Care Leavers who are NEET.

- Apprenticeships are for those who are 16 upwards, but there are restrictions and eligibility that need to be considered with this that are stipulated by the employer- so is case by case.

MagdaS-Work Rights Centre to Everyone

MR

Can you register as a charity to view job opportunities?

- Yes, this can be done by individuals or as a service

Thank you

Marcellos Lindo to Everyone

ML

Brent Works - Marcellos.lindo@brent.gov.uk 0777 333 5236

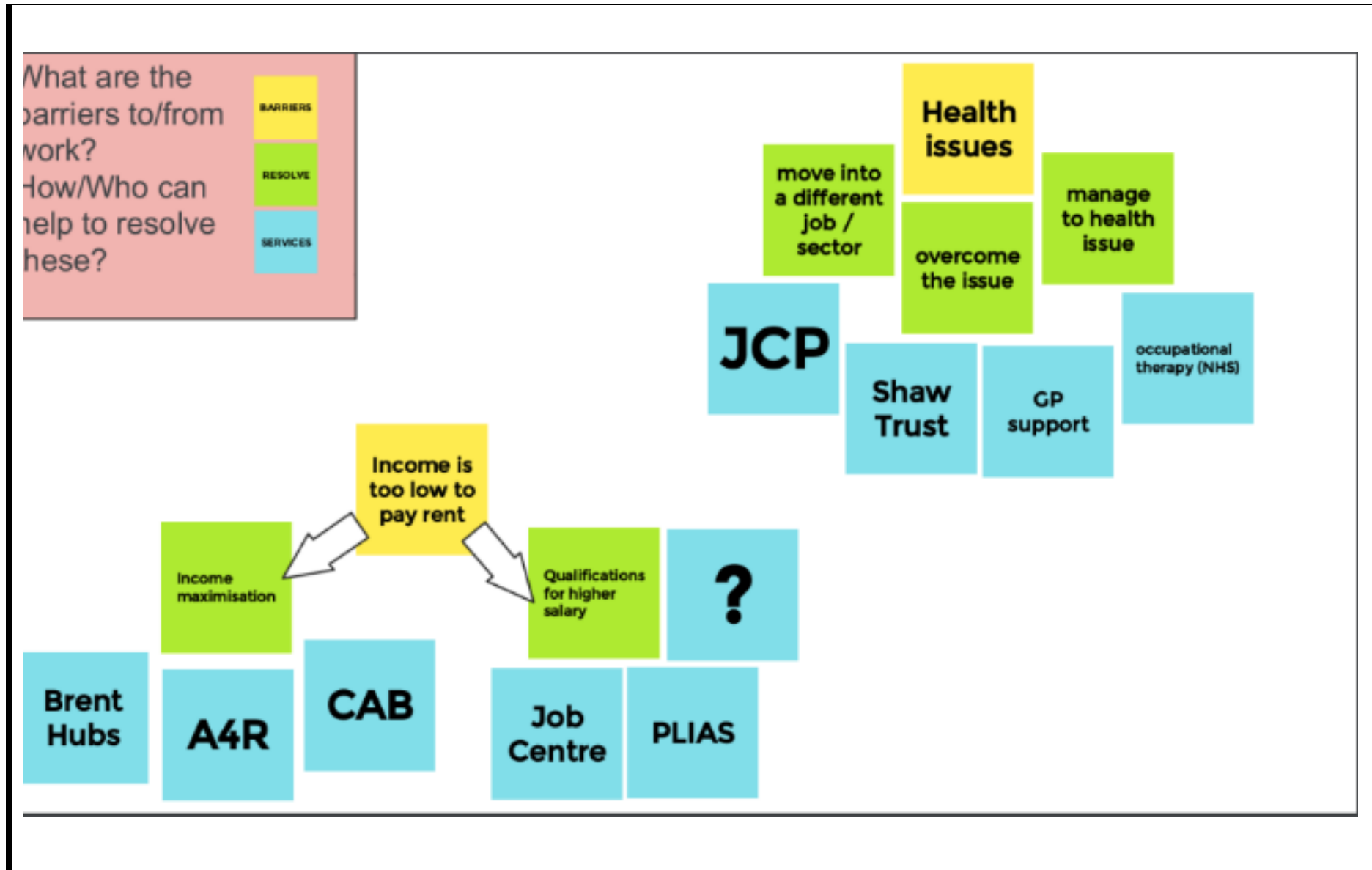
The Forge - marcellos.lindo@theforgeparkroyal.london 0777 333 5236

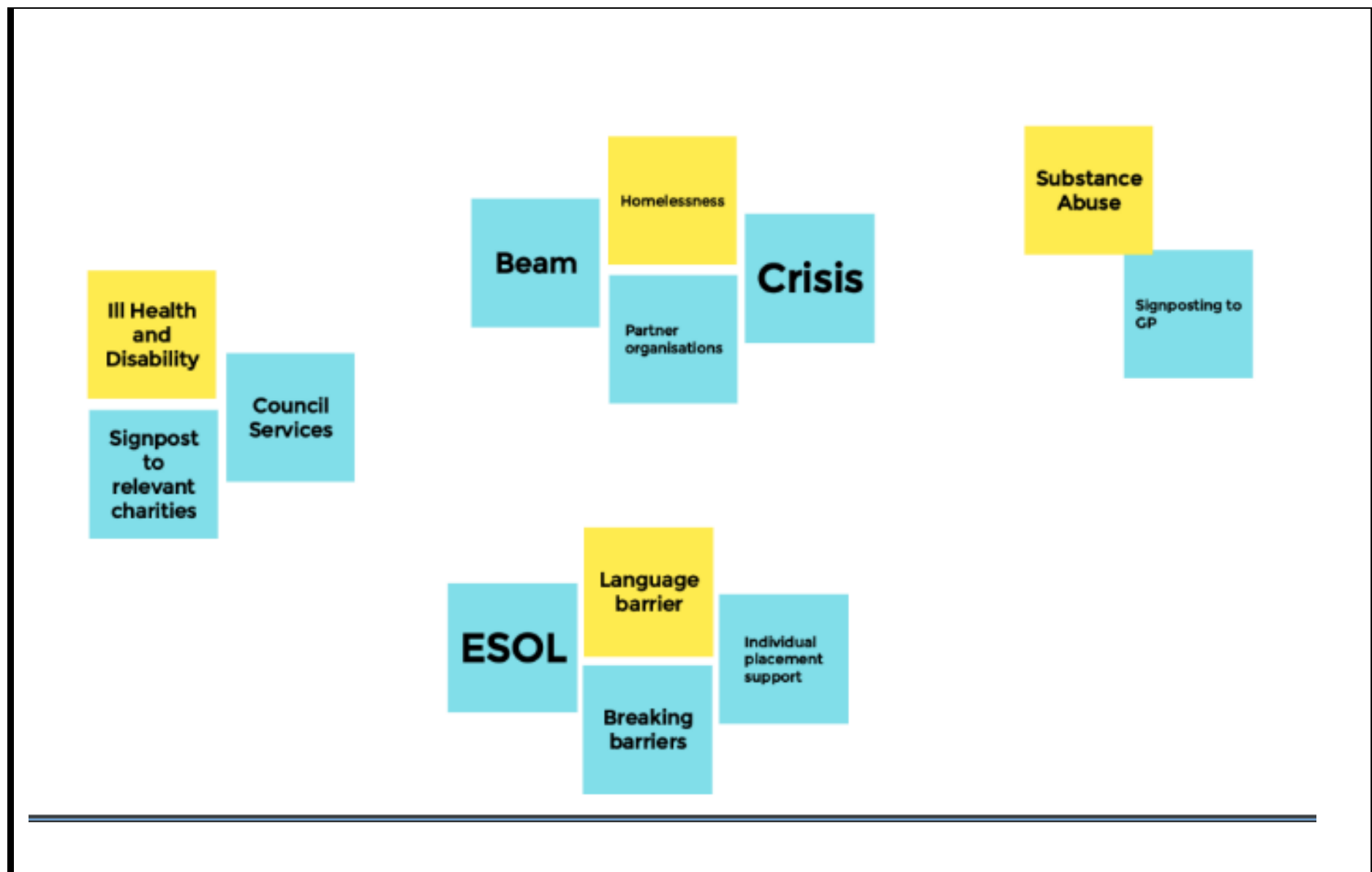
Deep dive

Colleagues were separated into breakout rooms and were asked to consider the following and where possible record their ideas on the Jamboard [data below and also attached as a PDF in a clearer format].

What are the potential barriers to accessing employment? What are the barriers caused by employment? What can be done to address these?

https://jamboard.google.com/d/1WpFfu8J9_33DASU7VRzBiz2Y9sDln-Zo9sT_QEYFD9A/edit?usp=sharing







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Crisis

Ben presented the research that Crisis conducted focussed on in-work homelessness, that focussed on both the experience of the employee and the attitudes and actions of employers. The presentation will be shared with these minutes as will the research paper.

From the data

- The amount of people on zero-hour contracts more than quadrupled over the last 10 years.
- High levels of in work poverty.
- Heightened costs.
- The expectation is that homelessness will continue to rise, and employment will become less secure.
- Over the last 3 years about 25% of applicants to the Local authority are working. [F/T or P/T].
- There is the greatest amount of in work homelessness in London.

The research

- Survey of 250 employers. 60% employed 250 or more employees.
- 34 people who were experiencing homelessness and working used an in phone app to give regular updates on their experience and thoughts over a two week period

In addition

- Crisis are soon to publish a best Practice guide around this- contact Tahmina if would like more information; there will be a launch event that is being planned
- Nick also offers homelessness awareness training to local services- if interested please contact me at nick.bradshaw@crisis.org.uk

Ben Sanders to Everyone

BS

Report available <https://www.crisis.org.uk/ending-homelessness/homelessness-knowledge-hub/types-of-homelessness/barely-breaking-even-the-experiences-and-impact-of-in-work-homelessness-across-britain/>

Tahmina Nizam (she/her) to Everyone

TN

Tahmina.nizam@crisis.org.uk - if you want more details on the best practice guide for employers or invite to the launch event

If you have any examples of good practice of support, please do get in touch with me!



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Each

Kirsten and Stephanie talked about the work that EACH have been doing to support individuals into employment, whilst providing a counselling support to support individuals to manage and maintain that employment.

The presentation will be shared after the meeting.

Project Strive

Pre employment phase support to build confidence, gain skills, gain employment and support around Mental health through offering a counselling support through 1-2-1 sessions for many participants.

Difficulties in receiving both ETE and counselling created some difficulties as for some the boundary between these were difficult initially. This did improve quickly, and the combined support was useful.

T Where is your funding from?

Joy Christopher to Everyone

JC Do you provide supports Care Leavers who have mental health issues and how many sessions.

Me to Everyone

NB Community fund from the national lottery i think Tristan

Tristan.Fontagio to Everyone

T Thanks Nick

Joy Christopher to Everyone

JC Do you provide supports for Care Leaver who are mental health issues and how many sessions

Thanks

Salisbury World - Nicky and Mohammad to Everyone

SW How can we refer to EACH?

This project will end next month sadly.

IPS [individual placement and support service]

BME people aged 19+ mh, currently unemployed. Assertively outreach clients who do not commonly access services.

Questions

- We do support care leavers- IPS running until next year and there is no limitations on how many sessions
- Referral details will be circulate with these minutes

AoB

Next CoP- Thursday 26th May and will focus on Housing led solutions