

**Corporate Employment and Enterprise Programmes
- Scheme participants and their barriers to work**



**HILLs
bootcamp
participants
were the first
learners to
benefit from
the specialist
construction
Skills Centre at
Kidbrooke**



**GLLP participants and apprentices supporting
The Woolwich Garrison Trust
with the restoration and clear up project**



HILL participant Merhawi was unemployed before joining the scheme.

After successfully completing a placement with JB Riney's, Merhawi was able to secure sustainable work with Lovell's on the Connaught Estate following his placement.



**GLLP participant Carol
Previously unemployed 8 years,
and nil recourse.**

**After 4 months in a Caretaker
placement, was successfully
shortlisted and interviewed for
roles with the Council, and was
offered a choice of two permanent
roles with the Council.**



HILL participant Angelina had not been able to secure sustainable employment. Following a 6 month HILLs placement with Riney's she was employed by the company as a Groundworker on a permanent basis.

Angelina was awarded ACL's Award of Achievement at the College's yearly learner awards



**GLLP participant Derek,
affected by the under
occupancy charge**

**After successful completion
of his GLLP placement, he is
now permanently employed
as a Tractor Driver with
Parks & Open Spaces.**



HILLs participants Jack, George and Brandon beginning their placements as Highways Electrical Trainees with Bouygues.

All three progressed into onward employment.



GLLP Participant Sonia

Previously unemployed for 10 years. Currently on a GLLP placement as a Gardener, and featured on RBG website homepage.

Appendix - Support for residents with acute barriers to work

This appendix sets out some of the tailored support delivered to participants on the GLLP scheme to directly address their barriers to work.

The GLLP scheme proactively targets and reaches out to partners who are supporting very vulnerable residents who are unlikely to ever gain employment, even with the high calibre support offered on other internal and external schemes.

Lone parents on GLLP

GLLP was set up to assist residents affected by the Welfare Reforms and clients of the Families First team.

Seventy per cent of households affected by the Total Benefit Cap introduced in 2013 were lone parents.

As a result, it was imperative that GLLP offered placements that provided holistic support to tackle the particular barriers faced by lone parents.

To reflect the high priority nature of the lone parent group they represent 41% of residents recruited to GLLP's Work Placement Scheme.

GLLP recognises lone parents' barriers and offers extensive support to the group in order to prepare them to become 'work ready' by the end of the programme:

- **Childcare:** Dedicated childcare brokerage support from Families Information & Outreach Service (FIOS) to give childcare advice.
- **Flexible hours:** Lone parents can begin on shifts working 10am to 2pm.
- **Financial Support:** Lone parents given 16 hour a week shifts to be eligible for Working Tax Credits and exempt them from the benefit cap.
- **Holistic Support and tailored training:** Dedicated Placement Coordinators for one-to-ones identify and address potential employment barriers. 23% of lone parents within the GLLP programme have never worked/not worked since before having children.
- **Support** with accessing other departments and organisations, such as the HER Centre for participants in domestic abuse situations.

The onward employment rate of lone parents who have finished on the GLLP Work Placement programme is 67% (130 out of 195 lone parents).

Long Term unemployed

The average length of unemployment of residents joining the GLLP scheme is 6 years.

However, of the 527 residents supported with GLLP placements, 240 (46%) were previously unemployed five or more years. Breakdown of successes for long-term unemployed residents supported on GLLP placements is set out below.

	Recruited to GLLP (including those still in placement)	Completed GLLP	Onward employment	Percentage of leavers into onward employment
Unemployed between 5 and 9 years	114	98	69	70%
Unemployed over 10 years	126	109	70	64%

Less defined barriers

In addition to continue to support long-term unemployed residents, lone parents and older residents, GLLP has been working with internal and external partners to increase uptake of vulnerable groups and is jointly undertaking targeted engagement with client types:-

- Homeless/risk of Homelessness: WSUP, relevant RBG departments
- Lone Parents – Engaging with parents at Children’s Centres and attending HomeStart coffee mornings
- Health-related benefits – working with Public Health’s champions
- Victims of Domestic Abuse

The targeted engagement has demonstrated that these groups require a lot of support to get them ready for a paid placement. Work with residents who have complex needs and long-term unemployment is ongoing. However, this work to develop clients before starting placements has resulted in the project financially not meeting the initial budget projections as the participant wages represent the bulk of the budget.

The GLLP scheme has always had a strong partnership with the HER Centre after it was revealed that 70% of women on the scheme GLLaB has always had a have partnered with **Domestic Abuse** organisations with funding received for match-funded placements to assist women on their journeys to safe independence:-

- 5 with the DCLG-funded Complex Needs project by March 2018.
- 36 with the City Bridge funded project with the HER Centre by June 2020.

GLLP works closely with NHS Oxleas **mental health** teams who are a referral partner to the scheme, and provide the GLLP team with useful information about the specific barriers

and advice on what elements of support would be helpful for the shared client. Aside from these direct referrals It is difficult to quantify how many GLLP participants suffer with their mental health. Many participants only disclose this to GLLP staff after they have been in placement for a few months and explain how the placement has begun a journey to recovery.

Another barrier that has been presented since eligibility was expanded to long-term unemployed and older residents is the number of older residents who present with **undiagnosed learning disabilities**. Through the cooperative arrangements between the GLLP team and the host service areas, these participants are supported to succeed. However, without diagnoses it has not been possible to harness the support from organisations which means that the in-house support has been all the more vital.

Case Studies of a few residents supported on the Corporate Employment Schemes

Name	Ms T	GLLP eligibility	TBC
GLLP Role	Park Ranger	Start Date	31/10/2016
Gender:	Female	Age:	34
Ethnicity:	Black British African	Ward	Glyndon (D)
No. of dependents	3	Lone Parent?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Length of unemployment	2 years	Onward employment?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Brief Case History:

Ms T had been unemployed for two years; she was referred by the Welfare Rights Team to the GLLP scheme as she was affected by the Total Benefit Cap. Ms T is an ex-offender which was a barrier for her to get back into employment.

While undertaking a GLLP placement as a Park Ranger, Ms T was supported into onward employment into a care worker role with Avante Care.

Quote:

“GLLP gave me the confidence to look for further employment. It has helped me back to work and helped me complete an application and get a job in the care sector with Avante. Without the support of the GLLP team I would be affected by the benefit cap and have rent arrears and probably would have lost my home”

Participants Name:		Mr H	
GLLP Role	Gardener	Start Date	31/10/2018
Gender:	Male	Age:	31
Ethnicity:	British - African	Ward	Glyndon (D)
No. of dependents	0	Lone Parent?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Length of unemployment	2 years	Onward employment?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Brief Case History:

Mr H was 2 years unemployed with unrealistic employment aims, a defensive and negative manner and very reluctant to join the GLLP programme. Even after being encouraged to start in a GLLP gardening role, Mr H continued to be dissatisfied.

Within one month of joining, Mr H was thoroughly enjoying his placement and became a conscientious and reliable participant, always attending appointments and enthusiastically applying for a range of roles.

Within a few months of beginning his placement Mr H transformed from being defensive and suspicious of everyone and is now an engaging, positive individual who now supports others with job applications.

Quote:

“All you people at GLLP have changed my life and the way I approach things.”

Name	Mrs M	Eligibility	5+ years unemployed
VCS Role	Assistant Chef & Lunch Club Worker	Start Date	19 th September 2017
Gender:	Female	Age:	54
Ethnicity:	Asian or Asian British - Other	Ward	Charlton
No. of dependents	3	Lone Parent?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Length of unemployment	18 years	Onward employment?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Brief Case History:

Mrs M's last paid employment as a Community Support Worker ended in March 2000, after which she committed her time to bringing up her three children. After the length of unemployment, Mrs M was very anxious about going back to work.

Mrs M began a VCS placement as an Assistant Chef & Lunch Club Worker with Irish Community Services in Greenwich.

Her grew throughout the six months. She made new friends, enhanced her social circle and was very much valued by her colleagues, manager and customers who spoke highly of her.

Mrs M secured onward employment as a Catering Assistant with Morden College, a charity which provides care and accommodation for older people, which she began in April 2018.

Quote:

After 17 years of raising my three children I decided to go back to work but lacked confidence going back into the workplace. My sister encouraged me to register with GLLaB and I was booked onto several training courses to meet my needs. My advisor (Hayri) encouraged me to undertake a six month paid work experience placement which was the best decision ever. My confidence grew and the continuity of support from the GLLP team, their encouragement, confidence building, and the help I received with finding permanent work has been outstanding. They are such caring people who work brilliantly as a team. I could never have achieved this without them. My life is so much better and I have lots of confidence. GLLaB gave it all back to me. A BIG THANK YOU!

Name	Ms L	GLLP eligibility	TBC
GLLP Role	Caretaker	Start Date	31 Oct 2017
Gender:	Female	Age:	32
Ethnicity:	White British	Ward	Plumstead
No. of dependents	4	Lone Parent?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Length of unemployment	10 years 5 months	Onward employment?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Brief Case History:

Ms L was affected by the benefit cap and was encouraged to join the GLLP by the Welfare Reform Team and her GLLaB advisor. Ms L had been unemployed for over 10 years but did not see Environmental roles an appealing employment aim. After some encouragement, she eventually joined GLLP on a 16 hours per week placement so that she could claim working tax credit and balance her childcare responsibilities.

Ms L immediately took to her role as a Caretaker from the very beginning and gradually began to increase her working hours.

With the support provided by GLLP Ms L was successful at application and interview for a full time permanent RBG caretaker role which she began in May and is still enjoying.

Quote:

When discussing this care study with Ms L, she told her GLLP Placement Coordinator.
“You are my safe person, my go to person and I feel I can discuss anything with you”

Participants Name:		Mr G	
Name	Mr G	Eligibility	Care Leaver, and living in supported housing
HILLs Placement	Bouygues Street Lighting	Start Date	January 2015
Gender:	Male	Age:	20
Ethnicity:	White British	Ward	Woolwich Common
No. of dependents	None	Lone Parent?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Length of unemployment	3 months	Onward employment?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Brief Case History:

Mr G was referred to the scheme by The Point who explained that he was not a regular engager and would regularly go missing, and have a tendency towards verbal aggression.

When Mr G presented to the HILLs team, despite appearing confidence, he lacked self-esteem and self-worth. Mr G had previously associated with local gangs and was in fear that these associations would eventually result in him being seriously hurt or that he would become deeply embroiled within the gang culture. Mr G's mother was addicted to drugs and alcohol and was violent towards him as a teenager. Mr G's father was violent and had served long prison sentences, Mr G had heard that he had died following an overdose. Mr G wasn't in contact with any of his family. Mr G had been placed in a children's home as a teenager and went to a school provision within the home but didn't achieve any recognised qualifications.

Mr G started the HILL training elements in January 2015 and was provided with support around housing, money management, clothing and foodbank vouchers, emergency support scheme funds.

After completing the bootcamp training, Mr G successfully completed a HILLs placement with Bouygues street lighting department. Mr G went onto gain employment and nearly 4 years after first engaging with GLLaB is still working, currently in a labouring position on the Lovell's site at the Connaught Estate in Woolwich.

Quote:

"The HILLs team have supported me a lot through the project which has improved my life a lot"