



Equal Brighton and Hove Project Summaries

PLEASE NOTE: This is merely an overview of what our partners, or Activity Providers (APs), are either delivering now or plan to deliver during the course of the project. As a result of the late start of a number of the projects and the current budgetary and strategic reviews that are underway, this is liable to change.

Brighton Housing Trust (Catering)

- Summary** Two life skills workers will provide literacy and numeracy classes for homeless people, teach basic skills, organise groups, and encourage interest in and awareness of current affairs. A Catering Volunteer Programme will be the second stage of this project, enabling clients to undertake meaningful occupation within the day centre setting, working towards achieving formal qualifications and moving towards employment.
- Outcomes** 80 % of the beneficiaries to complete an agreed period of time in the programme. 80 % of the beneficiaries to achieve a certificate/qualification. 50 % of the beneficiaries to go on to further training. 20 % of the beneficiaries to secure a work placement/employment within 12 months of joining the programme. 80 % of beneficiaries to be able to receive a positive job reference from the programme.

Brighton Housing Trust (Advice)

- Summary** The project aims to create a special housing advisory resource for the whole of the EQUAL programme. Homelessness and housing is a key barrier to employment and employability. The project will provide a specialist adviser who will help overcome housing barriers which would otherwise threaten an EQUAL client's employability. The project will also offer training and consultancy support on housing issues for EQUAL programme agencies, so they can more successfully deliver on their aims.
- Outcomes** An increased number of clients being able to complete an EQUAL programme. Clients being motivated to start or continue an EQUAL programme. Clients entering work who were helped through advice and assistance on housing options. EQUAL programmes being delivered more effectively due to assistance to clients with housing. Good practice examples of housing/employment linkages.

Brighton & Hove Business Community Partnership

- Summary** The project aims to improve the engagement of business in the local community and the placement of individuals in appropriate work opportunities, working across all target groups. It will further develop the current Employer's Engagement Group for this purpose. It will recruit a minimum of 20 new SMEs to the CommunityMark network, which promotes the engagement of businesses in the local community. It will also support the development of social enterprise in Brighton & Hove. Companies will be encouraged to promote and develop best-practice employment as both a business and a community value.
- Outcomes** Improved engagement with local employers through better co-ordination of approaches to them by community and voluntary sector and statutory sector partners. Improved understanding by the EEG of the needs of employers, and work placement opportunities through mapping exercise. Increased capacity of SME businesses to engage with Equal goals. Increased capacity of EEG and Community partners to work effectively with business and develop joint programs to meet the needs of their beneficiary groups. An increase in the number of long-term relationships developed between business and community partners.

Brighton and Hove City Council Adult & Community Learning

- Summary** The project will support people over 50s to enter new or alternative employment through specialist advice and training. It will offer an audit of needs, an assessment model, a training programme and work placements.

Outcomes Engage 20 local employers with the national Age Positive campaign, in order to change attitudes. 200 older people will use the employment toolkit to assess training needs and create an employment action plan. Courses and advice will be delivered, and a new OCN accredited course, 'Working with Older People', will be developed.

Brighton & Hove City Council Supported Employment Team

Summary This project brings together a range of service providers working in partnership to increase employability for people from hidden groups across the city of Brighton & Hove by: providing engagement and outreach support in areas of deprivation; providing engagement and support in employment and training; providing mentoring support for beneficiaries in deprived neighbourhoods; providing vocational and skills for life training in outreach settings; providing supported and targeted work placements within the city council; raising awareness about the opportunities available under EQUAL; identifying work placements and volunteer opportunities in the community and voluntary sector; and, providing training for individuals to act as learning champions. For further information please refer to "EBH06 Supported Employment Project Summary."

Outcomes The provision of courses in community settings in areas of deprivation. The provision of extended supported work placements with the city council and community and voluntary sector groups. The provision of trained mentors in areas of deprivation to engage and support residents in the improvement of their employability skills. The provision of individual support for beneficiaries from disadvantaged groups to access the services provided through the EQUAL programme and other employment and training services in the city. Individuals from disadvantaged groups having increased confidence, self esteem and employment skills.

Brighton & Hove City Council Teenage Pregnancy Team

Summary A Parents' Training course will provide young parents with a positive learning experience and support their re-engagement in education, employment or training. Through the delivery of a 12-week program, it will re-engage parents who have lost contact with EET, to an accredited NVQ level 2 equivalent course. This course has been designed to address locally identified need. Modules of the course will include issues related to parenting: discipline, healthy eating, hygiene and safety, first aid and enjoying play. Connexions Sussex Careers will provide the module on careers training/options, City College will provide input on future courses, and there will be modules on IT skills, interview techniques and application form completion and interview skills. On completion of the course, all participants will be invited to a graduation ceremony and be provided with their certification. The aim is to improve and develop participant's skills as parents, improve employability skills and act as a broker to further EET opportunities. All young parents will be monitored and supported by Connexions PA's based at Impact Initiatives to ensure they are supported in sustaining their chosen EET options or provided with additional support post course, to succeed in applying for their options.

Outcomes Development of a locally-accredited training programme for young parents. The delivery of five courses across the three Children's Trust areas, over two years. Young parents will receive accredited learning. Increase young parents' personal development, e.g. increase in self-esteem, self-confidence, communication skills etc. To provide progression support to all young parents on the course – e.g. taster sessions, careers-related Information, Advice and Guidance.

Brighton & Hove City Council Youth Offending Team

Summary An action research project run by the YOT itself or between the YOT and a private sector partner to support young offenders into employment. The YOT has a Youth Justice Board target (shared by Connexions) to ensure 90% of clients are in education, training or employment, and in 2004 we achieved 71%. Most of the shortfall consisted of unemployed young offenders of 16yrs and above (45 individuals). Efforts to improve FE and training opportunities for this group will continue, but most will need to be supported into work. 1.1 workers will deliver a very flexible support programme to our Unemployed group, offering support exercises in the home, in project premises, in pro-employment agency premises, and in employers' premises. We will use a combination of personal contact with employers, close initial support of the young people, and the offer of contributions to their wages for an introductory period to achieve work experience and substantive employment. A clear aim is to research and build working links between the YOT and the Probation and Prison services, and to lobby for mainstreaming of such links during the course of the project; persistent offenders on the YOT roll become Probation Service clients at 18 yrs old.

Outcomes 90% of our clients in education, training or employment at the end of their programmes, in each project year. 30 unemployed young offenders matched with, and offered a work placement in each project year. 25 young offenders who would otherwise have been unemployed, in work at the end of their YOT programme in each project year. 40 local employers or work placements on the project database as working placements, either occupied or available, by end of first project year, 60 by end of second year. Report on work of project team available at end of second project year.

Brighton & Hove Community Initiatives

Summary This project is designed to provide intensive vocational support to unemployed adults who are in receipt of disability/incapacity benefits. Through outreach it will focus on the needs of people with a social deficit including those with Asperger Syndrome. 30 beneficiaries will receive social mentoring and will be offered a spectrum of opportunities to provide pathways to work. There will be three types of opportunities: voluntary and community work; further and higher education; and, supported work placements. Opportunity providers will be supported in understanding the needs of this group of people whilst endeavouring to ensure that the beneficiaries add value for the employer.

Outcomes Established mechanisms for matching people with a social skills deficit with appropriate work, education and/or community and volunteering placements. Learning about the impact training can have on improving social skills functioning, or how it can enable employers to accommodate productive workers who have a social skills deficit. Development of a network of mentors and active employers with better understanding of supporting disabled people. Dissemination of identified barriers to work for the beneficiary group, and ways to tackle these barriers. A number of individuals reaching their identified goals.

Brighton & Hove Drug & Alcohol Action Team

Summary This project will offer the equivalent of a total of 10 six-month placements to ex-substance misusers, with opportunities in some of the main drug/alcohol agencies in the city. Applicants will need to have been drug-free for six months and acceptance decisions will be made by agencies on a case-by-case basis. Apprentices will receive personal support and also valuable skills and experience relevant to future employment. An Employment Consultant will manage and develop the Equal substance misuse project components. This will involve overseeing and co-ordinating the project as a whole as well as taking forward existing research and consultation.

Outcomes Full time equivalent of 10 apprentice placements during the life of the project. Intensive support offered to apprentices within agencies. Support to progress towards employment offered to apprentices via partnership with the Learning Coaches project. Work to have been carried out to influence employers to create opportunities for ex-substance misusers. Research completed into the viability of a social enterprise linked to the Retail Crime Project and ideas implemented where possible. Other options for innovative responses to get substance misusers into employment investigated and piloted where appropriate. 1 large and 3 small-medium employers adopting a work place drug & alcohol policy.

Care Co-ops

Summary The Catering Project aims to deliver a tailored programme of training and work experience to provide pathways to employment through supported work placements, training opportunities, and recognised qualifications. It will focus on key catering and food hygiene competency skills, which are essential for employment in the hospitality/catering industry. It will offer certificates in foundation food hygiene, which is a nationally recognised industry standard by the Chartered Institute of Environmental Health. The project will build upon established links with employers and create new links to offer a variety of environments to enable provision of work placement trials.

Outcomes 40 people achieving CIEH Foundation Food Hygiene Certificate. 8 people achieving two core units of NVQ Level One in Catering. 20 stage one in-house work experience placements/trials with inductions into essential food hygiene and health & safety. 20 stage two in-house work experience placements/trials with inductions into food hygiene and food work. External job placement (6 weeks, 1 day) – 5 in year one, 10 in year two.

City College Brighton & Hove

Summary The project aims to set up a pre-apprenticeship training centre to engage hard-to-reach 14-25 year-old NEETs. The project will offer an intensive six-week programme of life skills, key skills and vocational taster

courses in construction trades. This will assist in getting potential apprentices vocationally focused and employment-ready. A number of progression pathways will be available, including an intensive 12-week Foundation Construction Award, and entry into a full apprenticeship programme.

Outcomes Reduction in the number of NEETs in Brighton & Hove. Increased retention and achievement on work-based learning apprenticeship programmes in Brighton & Hove. Piloting a model for future mainstream provision. Developing a new and effective referrals system for young people, in order to give them equal access to vocational qualifications at Level 2. Creating an innovative project in order to influence national policy.

Earshot

Summary The project targets BME people, asylum-seekers, people with disabilities, LGBT people, people with mental health needs, 16-25 year-olds, those over 50, and communities of worklessness. The aims are to raise the skills, confidence, and employability of these individuals and to contribute to a shift in perceptions of and attitudes towards these groups. To achieve this, Earshot will work in partnership with RadioReverb Ltd, to deliver on six strands of activity. Earshot brings experience of delivering training and skills to unemployed people while RadioReverb operates a broadcast platform with 50 volunteer members and an extensive network of contacts within the community. Activities will include outreach work, training courses, work placements, employer dialogue, a regular radio show on employment, and research and evaluation.

Outcomes The provision of a variety of work placements with RadioReverb. Delivery of four training courses. Outreach to target groups for the purpose of promoting different pathways to employment. Employer links and dialogue. An on-air commitment to raising awareness and challenging prejudices.

Friends Centre (ESOL)

Summary The project will develop supported progression routes for ESOL learners to access nursing and other healthcare professional qualifications and employment, and support into employment for these and other ESOL learners. Through the training, ESOL learners would have the potential to enter employment with career progression potential, in a field with high levels of job opportunities. The partners will develop and pilot new Pre-Access and Access to healthcare courses. Progression to employment will be supported through advice and guidance, work placements and volunteer opportunities and a range of short employability courses.

Outcomes 40 ESOL learners will complete the Pre-Access courses and progress to more advanced healthcare training and/or work in health-related jobs. 12 ESOL learners will complete the Access course as a route to higher education. 15 six week work placements will be created and filled with ESOL learners. 60 learners will receive employment support, including individual advice and guidance and employability short courses. 30 learners who receive employability support will proceed to employment, self-employment or further vocational training

Friends Centre (Homeless)

Summary The project will test new approaches to providing basic skills (literacy/numeracy) training for homeless people. A qualified basic skills tutor will work with homeless people and the agencies that support them to identify appropriate models for the delivery of basic skills training. Training will be provided in homeless settings (hostels, day centres). There will be a focus on evaluating successful approaches and on enabling participants to access further skills training in non-homeless settings, in order to move away from dependency on homeless services.

Outcomes 84 homeless and insecurely housed people will engage with basic skills learning, and models of best practice for teaching them will be identified. At least 50 % of these participants will progress to further opportunities. 12 housing support workers will complete an accredited course on basic skills. Links will be made between housing and support providers and adult learning providers. Literacy, numeracy, and 'soft' outcomes will be assessed.

Impact Initiatives (Mental Health)

Summary The project will deliver a coordinated approach by 4 agencies offering training and work placement opportunities for people with mental health needs. The project aims to: develop a new model of delivery; develop a training and resource point for statutory and voluntary agencies; provide bespoke accredited training; coordinate casework across the partnership; provide a user-led strategic response to Day and Employment Services delivery; tackle the stigma faced by young people who have mental health needs and give them the tools to reduce the barriers to training and employment; develop links with business to work towards equality in the workplace.

Outcomes Develop a number of courses for people with mental health needs. Visiting and supporting groups in outreach locations. Developing, training, and supporting a forum of people who have mental health needs to participate in the shaping of mental health services. Developing a new model for vertical and horizontal mainstreaming.

Impact Initiatives (Young People)

Summary The aims of this project are: to increase the employability and skills of 50 NEET people aged 16-25 who have complex needs; to develop a new model of support for these young people; to reduce the barriers facing young people in terms of employment, training, and further education; to facilitate user-led input into mainstream service delivery; and, to ensure that equality of opportunity in the workplace is maximised by the use of work training.

Outcomes To develop a new model of vocational training and support for NEET young people. To establish a relationship between young people and training/education professionals, lowering barriers to progression. To make 8 working links with training providers and FE/HE establishments. To develop a new OCN training programme for employment- and training-focused mentors. To provide a vocational needs profile to 50 young people, and intensive support to 35.

Royal National Institute for Deaf People (RNID)

Summary This project aims to get young deaf people into employment and/or further education or training. It will do this by providing one-to-one support to enable students to identify their individual and specific needs and options. Employment Advisers will work directly with deaf and hard-of-hearing young people to support them with personal development issues and advise and signpost them to appropriate courses and/or training. Each course or training package will be individually tailored and each beneficiary will be supported at all stages of the process. Several job preparation workshops will be facilitated, and two residential courses will be run. An information pack will also be designed and distributed to local schools.

Outcomes One-to-one guidance sessions will be offered to young deaf people to identify appropriate needs, support, career development opportunities, signpost training options and address employment concerns. Work experience with employers will be arranged for deaf young people leaving school. Job preparation workshops will be established. Two residential courses will be run. An information pack will be designed and distributed to schools in the South East region.

Sussex Connexions Ltd

Summary A team of specialist Connexions Personal Advisers will work with key groups of disaffected young people aged 16-25 (and across all EQUAL target groups) identified as needing intensive support to access employment/training. Equal funding will provide 4/5/6 PAs whilst Connexions match-funding incorporates existing PAs working with targeted groups of young people. The former will target young people with mental health needs; from BME communities; those who are NEET; LGBT; and those with housing issues. The latter currently target young offenders; those leaving care; teenage parents, NEET young people, and those with substance misuse issues.

Outcomes Recruitment of up to six specialist Connexions Personal Advisers. Targeted groups of disaffected young people aged 16-25 to receive intensive personal support to remove the barriers to entering training or employment. PAs to negotiate personal development and employability training opportunities with training providers and local college / employers for their clients. PAs to support and guide clients into training and employment. Young people to receive ongoing support following their progression into specific training or employment destinations.

Sussex Deaf Association

Summary The project will employ an Outreach Community Support Worker to provide one-to-one support to deaf people by: addressing deafness as a barrier to employment; addressing mental health and financial issues; confidence-building; improving social and interactive skills; and, addressing literacy and numeracy skills training needs. The objective of the project is that the beneficiaries will break down barriers to employment and return to work.

Outcomes Fewer barriers to the employment of deaf people in Brighton & Hove. Improved mental health and general stability. Improved self-confidence, interaction, and inclusion. Improved basic skills such as IT, literacy, and numeracy. Self advocacy.

Sussex Youth (Learning Coaches)

Summary The project aims to pilot a team of community-based learning coaches (LC) to provide assertive one-to-one

engagement for persistent and prolific offenders, providing motivation support into existing learning and employment opportunities. To work using solution focused approach, which should be user-led while supporting resettlement and crime reduction strategies. Beneficiaries have been identified as those who come under prolific and persistent offenders programme (IPPOs) and as having substance misuse and accommodation issues. Most beneficiaries will not be currently under supervision of one agency and would be required to seek out and engage with local provision without any support. LC will provide consistency of support and close physical proximity for individuals to actively engage resources and services aimed at improving their employability. Assistance to be provided for a period of time, renewable after three months, which may be extended to meet the needs of the individual. As this client group is seen as the hardest to help this will require very intensive one-to-one working with caseworkers holding a caseload of 30 per year maximum.

Outcomes Develop a team of learning coaches with specialised knowledge to support offenders into employment and learning. 158 beneficiaries to be matched to individual learning coaches and develop resettlement strategies or learning plans. 50% of beneficiaries to be supported into employment or learning outcomes: 52 beneficiaries supported into learning, 27 beneficiaries supported into employment. Develop a process for information sharing between custody, community and learning providers to ensure progression in learning. Evaluate the effectiveness of assertive engagement working and the effectiveness of this model in terms of employment and other performance objectives.

Sussex Youth Ltd (Motorvation)

Summary Already existing project Motorvation offers disengaged young people aged 16-25 opportunities to learn basic skills and motorvehicle maintenance in a practical, nontraditional environment. It will enable young people to be ready for employment, work experience, or further training. The project will fund a mechanical training centre equipped with staff, training rooms, offices, & garage facilities. Sussex Youth works in partnership with organisations working with disengaged young people e.g. New Deal and Connexions.

Outcomes Young people will gain accredited qualifications and employability skills. Young people will have an improved attitude to learning. Young people will move into employment or work-based learning. Young people will gain increased knowledge of risk-taking, legal driving and learn to reduce anti-social behaviour. Reduce repeat offending for those beneficiaries involved in the project.

Varndean College

Summary This project will provide outreach work in an area of deprivation (Woodingdean) not currently covered by eb4u or New Deal for Communities funding. The college will provide accredited training in administration and ICT, plus work placements. Partners: Woodingdean Youth Centre, Woodingdean Cyber Café

Outcomes 3 classes, 15 learners achieving up entry 1 computing. 50 learners recruited into adult and community courses. Develop a local learning centre. Develop further ACL courses tailored to the needs of the local communities

Workers' Educational Association (WEA)

Summary The WEA plan to work in partnership with several local organisations to offer a comprehensive package of social care and support, basic skills and accredited courses to beneficiaries of 19+, some over 50, from BME groups and refugees/asylum seekers, who are possibly homeless. The WEA would offer a range of ESOL courses and IT courses, which would run alongside their language provision. We would organise special IT courses offering the beneficiary the opportunity to work toward a nationally recognised qualification eg. CLAIT. We could also offer intensive courses in literacy and numeracy, and personal development which would focus upon engaging with, and gaining an understanding of, British culture. The overall package would be aimed at enhancing the beneficiary's opportunities within the current work place.

Outcomes To ensure the beneficiary develops their knowledge of English and works toward achievable targets in reading, writing and communication. To develop and enhance basic skills, for example, literacy and numeracy, and ICT. To build self-confidence and motivation through a better awareness of progression routes within mainstream education or full-time or part-time employment – role of Project Worker. To empower the beneficiary with an awareness and knowledge of living in an alternative community through courses addressing issues of integration into British society and Citizenship. To progress into further training regarding building a community support unit and to have direct input into learning needs of own group.