

Delivery Programme: Homes for Ukraine Employability proposal

1. Engagement

- Work with partner organisations (VAs, BHT and Buddies) to gain contact with the Ukrainian guests.
- Partner organisations should signpost and refer in Ukrainian guests and other refugee groups, potentially with accompanying the service users at their first point of contact.
- Employability partners delivering the programme should attend local and community events to raise awareness.
- Flyers should be created to promote the employment support programme.

2. Work readiness assessment

- Service users should be assessed for needs and wants and employment history. A form capturing this information should be created and used to create an individual employability plan for the individual which can be used to inform the next stages.
- This should include work willingness/readiness, skills level, transport needs, childcare needs, language levels and understanding of UK work culture.
- This should be supported by interpreters as necessary.

3. In-house support

Providers should be directing service users towards the appropriate support to meet their needs (see 4. below).

In addition to this external provision, providers should offer the following via one-to-one sessions or small groups:

- Job search support, mentoring, CV writing, confidence building, UK work culture training and understanding employability skills and expectations (time keeping, confidentiality, dressing for work, appropriate attitude etc), job matching, benefits calculations, voluntary opportunities, travel advice, interview skills, Right to Work advice and other appropriate support related to employability.
- Employer engagement activities should be undertaken by the provider to support job matching.
- Engagement with National Careers Service Providers to deliver DWP careers advice and guidance to each individual.
- Interpreters should offer assistance with English for the workplace and facilitate other training as needed.
- Employer engagement officers should be working with employers to on board them and prime them for working with this cohort. ESCC can offer a variety of roles as other local authorities can. Where applicable jobs can be converted to 'Moving on Up' roles to allow the in-work support and the release of the move on bursary.

4. Triage

Service users should be referred to already existing services for specialised support and guidance. This may include other employability schemes as well as wellbeing services, drug and alcohol services, childcare providers and financial support. Some programmes that can be accessed include:

- ‘Moving on Up’ offers mentor lead employment support. This project will provide training and support with benefits as well as job matching. Successful job seekers can access a grant of up to £1500 to furnish move on accommodation supported by a move on coordinator. This service is currently running until March 2023.
- The Multiply project will run from September 2022 offering a range of pre-employment provisions of maths training embedded within other skills such as cooking, budgeting and other creative pursuits.
- English to Speakers of Other Languages (ESOL) provision - including sector specific ESOL - can be found through local colleges and community run provisions.
- BHT floating support service to be accessed for housing sustainment.
- IT training for using the provided laptops through East Sussex Library Service and other organisations such as Tech Resort.
- Where Ukrainian guests and refugees from other geographies have specialist/technical qualifications they should be supported in finding equivalence - to see if they are recognised or can be recognised by UK employers.
- Other funded provisions as found on the ESTAR brochure, DWP programmes or as appropriate and into colleges. ESTAR is the Employability for Supported & Temporary Accommodation & Refugees project, which works in partnership with a range of stakeholders to improve opportunities for those experiencing, or at-risk of homelessness in the county

Proposed delivery programme

Over the course of a year’s delivery 1000 individuals will receive an initial assessment to identify their needs and abilities (1 above).

Of these it is estimated that up to 600 will go on to receive a personalised support plan based on their assessment, as well as referrals to the correct organisations such as ESOL provision or Moving on Up. These 600 individuals will receive in house support on a 1-2-1 basis or in small groups to address employability skills (10 hours of support per person), job search and applications for work (5 hours of support per person).

This works out at approximately 83 individuals seen each month with 50 of these accessing the full programme.

Project budget

Staff	Per staff, including on boarding costs	Cost total
5 x Employability support workers - Full time	£35,000	£175,000
2 x Employer engagement officers - Full time	£35,000	£70,000
5 x Interpreters - Part time 0.5fte	£17,500	£87,500
Staff total		£332,500
Project overheads		Cost
Learning resources - forms, printed support packs		£6,000
Admin and project oversight @ 15%		£62,175
Venue hire (approx. 2000 hrs per annum)		£30,000
Marketing (programme flyers and web content)		£1,000
Translation (of learning materials and marketing)		£5,000
Childcare budget - support for 200 parents to access support @ £8ph while undertaking the 15 hours of support if required.		£24,000
Professional clothing budget - for accessing jobs (uniforms/appropriate footwear) and interviews @ £50 pp for up to 200 people		£10,000
Travel budget - assuming support workers and engagement officers are delivering through outreach.		£6,000
Housing support officer - continuation of role from MOU programme for six months		£15,000
Project overheads total		£159,175
Total		£491,675

Estimated spend in line with demand

District and Borough	Percentage of cohort	£476,675 total
Wealden	43%	≈£205,000
Rother	19%	≈£91,000
Lewes	18%	≈£86,000
Eastbourne	12%	≈£57,000
Hastings	8%	≈£38,000