



## **JOB CLUB**

### **Transition Funding**

**January – June 2016**

**Funding requested: £9,816**

### **In short**

We are seeking a grant of £9,816 to run a weekly job club at the Rainbow Centre for a period of six months in early 2016. This is one the services Barnet Community Projects has been running/providing at the Rainbow Centre.

This grant will enable us to continue providing this important service and secure its longer-term sustainability.

Run once a week, it supports people of all ages, but particularly 16-25 years-olds, to get into training, work and the labour market.

The job club has been a key support service offered at the centre since Autumn 2012. It had to be suspended in Autumn 2015 as we were unable to secure new funding for it quickly enough. This is partly due to high demands on the founding Job Club Advisor/Mentor, which meant we had to review its operation and consider a new delivery model for it.

### **History and Track Record**

The job club was initially set up as part of a Borough-wide initiative by Barnet Homes who aimed to set up volunteer-run support groups in local centres. With their support, a donation of laptops was secured from the local John Lewis for it, to use for job searches, CV and application writing etc. One of our most experienced youth workers has led on it from the start – Rickardo Stewart (now running a CIC, Community Souls).

### **Project Lead**

Having grown up on one of Barnet's estates and with nine years' experience in youth work, Rickardo has built trusted relationships on the estate and is a qualified personal development mentor; he has carried out detached youth work for BCP, run football and basketball sessions and serves as programme manager for the Dollis Dolls Nailbar by Art Against Knives. 9 of the 12 Barnet young people convicted after the London disturbances in the summer of 2011 live on the estate, and Rickardo engaged with 6 of them after the riots; his football sessions engaged most young residents with ASBOs at the time – in both cases, his work with them diverted them from sliding further into criminal and high-risk behaviour.

### **Outputs and outcomes to date**

Since its start in September 2012, over 100 young people, including many NEETS, ex-offenders and adults from Dollis Valley and Underhill have attended the job club. The majority find it hard to access advice and services; and struggle to find employment due to

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registered charity 1139376

lack of skills and barriers like ill health, substance abuse and low confidence.

25% of them used the service on a regular basis, for six sessions/weeks or more, receiving intense career development, job searching, application, and interview preparation and personal development support/mentoring.

70% were self-referred, based on word of mouth recommendations. The other 30% were mainly adults referred by the local job centre. Whilst the initial Barnet Homes project struggled to get established partly because of barriers to collaboration with job centres, we have found that the local centre values our job club highly – they refer people whom they find hard to help due to the levels of support needed as well as people who are not ready to engage with formal channels/programmes.

In 2015 (JAN – SEP), the job club helped 7 young people into accredited training and 3 into employment. Rickardo has also supported our own BCP volunteers into accredited training, e.g. the young woman from the estate who now runs our kitchen, and has contributed to the ongoing development support we give to volunteers and those on work placements, making a key contribution to our mentoring into work programme.

**CASE STUDY:** In October 12 the job club received a visit from a 25-year old female experiencing a multitude of issues as a single mum, class A and B drug user, unemployed and homeless. We supported her over a number of months in identifying solutions to her problems through regular weekly mentoring, with step-by-step goal setting to keep her engaged and focused. 9 months later, she is employed, settled in a stable home and has an optimistic outlook for her future.

## Meeting LBBarnet Corporate Priorities

The job club supports the following priorities of Barnet Council:

To maintain the right environment for a strong and diverse local economy:

- by helping residents to get ready for the labour market, into training and work and through this improve their economic well-being and that of their community; residents will be helped to become more confident and manage their lives better, and be less reliant on state benefits; those who get into training and work will serve as positive role models to others, increasing residents' willingness and ability to engage in the labour market and enterprise.

To create better life chances for children and young people across the borough:

- by supporting young people in particular and giving them a more positive outlook on their life chances and future.

This will also have a wider benefit on family and community well-being and community engagement.

## Past Funding

The job club was funded via a 3-year John Lyons Charity grant to develop youth work at the Rainbow Centre, and Seedbed.

## What next: Resume, Develop, Sustain

Funding from the Area Committee will enable us to:

- resume the job club from the beginning of 2016 – it will run once a week from 10am – 3pm
- recruit a new advisor who will work alongside Rickardo and receive in-depth training and induction and a thorough introduction to the local community so that they are to co-run the job club at times when Rickardo is busy with other projects and demands
- draw up the job club operational model and approach so that we have a documented framework for future workers and delivery
- apply for future funding, on the basis that we have a longer-term delivery model and more specialist capacity to deliver it in place

The success of the job club is based on

- establishing trusted relationships on the estate
- including a strong mentoring and personal development element which addresses underlying barriers and challenges which make it hard for local residents to enter the labour market
- having the ability (knowledge/information) to refer attendees to relevant support services/agencies and proactively helping them along referral pathways.

To ensure that all of these elements are in place, the new advisor will need sufficient time for their induction/training and getting to know the local community.

## Outputs

- Job club surgery/sessions once a week 10am – 3pm; open by appointment and drop-in; offering one-off sessions as well as a programme of weekly mentoring and support sessions
- Training and induction of the new advisor
- Development of delivery model
- Fundraising for future sustainability, including liaison with job centre and other public agencies to identify opportunities to integrate with relevant work programmes

## Outcomes

Participants will

- identify skills gaps and other barriers, and develop an action plan on how to address them

- progress from their personal baseline towards entering the labour market – in some cases this may be getting out of homelessness, in others putting together their first CV and all the way up to entering formal training and employment
- develop improved career goals and job hunting skills
- build greater motivation, self-management and resilience

## **Budget**

<b>JOB CLUB 6 months budget transition</b>			
		<b>unit</b>	<b>total</b>
Job Club Advisor/mentor	1 day week	£135/day	£3,510
Youth Work assistant/trainee	10 hrs week	£12.50/hour	£3,250
Job club IT	2 laptops	£300	£600
Job club materials - info/resources/workbooks			£540
Communications - promotion, outreach			£500
Running costs			£1,416
			<b>£9,816</b>