



Issue 3, December 2006

Welcome to EmployNet, Employ ULV's quarterly e-bulletin.

Each issue will include information on:

- Labour Market Information (LMI)
- Updates on contracts and funding opportunities
- Upcoming events
- Case studies
- News from various projects and programmes, and much more.

If you have any suggestions for articles, or would like to have your group or project featured, please feel free to contact the Employ team at **employulv@urbanfutures.org.uk**



Employ ULV – The Way Forward

The last year of Employ ULV has been hectic in both operational delivery and wider strategic linkages. We have been hugely successful in getting people back into employment and training with around 700 job entries and over 1,600 learning opportunities – and there's more to achieve.

In the past year we have developed strategic working arrangements with borough based employment and skills programmes; launched our Employer Protocol with employer facing agencies, training providers (including train to gain providers), and job brokering agencies to ensure a more seamless progression route for both

employers and beneficiaries; held a number of successful Network Forums focusing on partnering and referrals, employer engagement, and ULV new vision; and received a very successful London Development Agency audit of our systems management.

There have been changes in our staffing team as well. Julie Khan, Employ Framework Manager has now moved on to pastures new at Redbridge Council and we wish her well in her new role. However, we now have a long standing Urban Futures programme manager at the helm in the shape of Liz Davies and our Contracts and Performance Manager, Sian Smith has ensured that our systems

management and monitoring procedures are second to none.

So what's in store for the future? Well we are currently working hard with our Steering Group members and wider stakeholders on a Forward Strategy, which is running alongside our embedded evaluation process currently being conducted by SQW consultancy. Subject to this evaluation, we are seeking continuation funding from the LDA and partners to continue to develop the Employ ULV Framework though we envisage some operational delivery changes.



Employ ULV – The Way Forward....continued

Key areas for development include:

- New integrated & co-ordinated approach to Outreach
- Continued development of the Employer Protocol
- Review of consortia delivery arrangements
- Greater operational integration with SSCF programme (Haringey) and Worknet programme (Waltham Forest)
- Section 106 planning gain processes
- Expansion and development of the Network Forum
- Bringing added value to local authority Local Area Agreements (LAAs)

Wider stakeholders will, of course, continue to help shape our future, both through our operational meetings with providers, and through the Network Forum – we actively welcome participation in this process. We wish all partners a fruitful and successful New Year and look forward to continuing to work with you all.

Steve Delaney,
Operations Manager
(Employment & Skills).



Meeting Employers needs, getting people into employment

Construction Web have developed a partnership with training agency MPower Training Solutions to deliver industry led training courses that are enabling local people to gain new skills and go straight into jobs. The central heating and gas meter fitting courses fill a skills gap identified by contractors who are then taking the successful trainees onto the payroll.

It is this quick response approach that is vital to meet the needs of the sector where longer further education (FE) led courses cannot.

The relevance of these types of courses have been recognised by organisations

such as Jobcentre Plus, the London Development Agency and the London Borough of Barnet who have all sponsored training places that will lead to local residents gaining jobs in March 2007.

In a further development Construction Web are negotiating a new course to deliver business and administrative courses tailored specifically for the construction industry. It is envisaged that these will be popular for the large number of women who effectively manage many small construction companies and for women who want to enter the industry

In addition to the above industry led courses Construction Web have also developed a construction specific First Aid Course run by the London Ambulance Service – this enables those already working to gain the necessary skills to prevent accidents and to preserve lives; and for the unemployed to increase the skills they can showcase whilst searching for work.

For more information contact Construction Web on 020 8352 5905 or email info@constructionweb.org.uk



Life Skills and Employability Support for Lone Parents

The Employ ULV project 'Life Skills and Employability Support for Lone Parents' have so far supported 387 Lone Parents since the inception of the project in November 2005.

The project is being run by a partnership led by Enfield College and is focused on the most deprived areas of Haringey, Enfield and Waltham Forest. Beneficiaries receive information, advice and guidance, help with job searches, personal development sessions and short bursts of learning to enhance their skills which will assist them in gaining employment.

To date 111 Lone Parents have been assisted into employment, including three business start ups. Despite the excellent results of those entering employment, there are still some who are not quite ready. This could be due to waiting for their children to commence full-time education, domestic or health issues or language or numeric difficulties.

The project is continuing to work in partnership with local support agencies, Councils and Children's centres to provide strategic solutions to these individual barriers.

Project Manager Andrew Ramsay is delighted with the progress that is being made. "The benefit of this project is that by helping Lone Parents into employment we are improving not only the parents' income and self esteem, but also their children's".

For more information on the 'Life Skills and Employability Support for Lone Parents' programme please contact Andrew Ramsay on 0208 372 7630 or email :

Andrew.ramsay@enfield.ac.uk



BME Job Brokerage

The BME Job Brokerage project aims to ensure that members of the BME community in the ULV area gain the same advantage in accessing the labour market as their non-BME counterparts.

Funded as part of the Employ ULV Framework, the project is led by DeltaClub. DeltaClub are a training provider and accredited Learn Direct centre which works with local people and businesses to develop their skills to improve their career prospects and productivity.

The project offers a range of services including job searches, CV writing, basic skills improvement and employability support.

The project has established an extremely successful ESOL (English for speakers of other languages) department, within the organisation. This is one of the key areas developed by the project and the support offered is tailored to individuals needs. To date four terms of ESOL classes have been run.

To celebrate the excellent progress and personal achievements that have been made, the project decided to hold an awards ceremony. On Thursday the 5th October 19 students were rewarded for their successful completion of their City and Guilds ESOL examinations.

Zakia Din, the BME Job Brokerage project manager said: *"The ceremony was an evening of inspiration, celebration and a chance for the students to reflect on their achievement over the last year."*



BME Job Brokerage.... continued

Many of the students have come to the UK with very little English, the ESOL classes have given many of them, not only the language skills necessary to communicate outside of the home, but also the social skills to interact with others more confidently.

Ultimately, however, it has equipped them with the level of English required to obtain and retain employment

Special thanks need to go to tutor Sheila Curumtally. It is her dedication and commitment that made the ESOL department such a successful one. Sheila works very closely with the students to assess their individual needs at enrolment. She then develops learning plans to suit their level of ability."

For more information on the 'BME Job Brokerage' project please contact

Zakia Din on 020 8509 6464 or e-mail info@deltacub.co.uk



Refugee project celebrates their successes

The Re-Work project was developed as part of the Employ ULV framework to ensure that refugees within the Upper Lee Valley have access to the best possible resources in gaining training opportunities and employment. The project receives £103,488 of Employ ULV funding and is contracted to deliver 40 sustained jobs and 172 Learning Opportunities.

Led by Newlon Housing Trust the project offers a four day employability training programme, which includes personal development, key skills, a vocational recognised qualification (VRQ) in Customer Service and a VRQ in Food Hygiene alongside, benefits advice, other vocational

qualifications, and support into employment.

To celebrate the success of the project some of their most high achieving beneficiaries, the project decided to hold an award ceremony for the first time on 27th of October 2006. Certificates were presented by the Mayor of Haringey.

Juliet Mugisha and Ahmed Younas were two award winners.

Juliet Mugisha

Juliet was introduced to the Re-Work project by REED Employment Zone in Tottenham. Juliet had been unable to secure a job due to her commitments to her

disabled husband. Following his decision to return to Africa, Juliet was determined to stay and carve out a life of her own here in England.

Having looked after her husband for so long, Juliet was naturally interested in employment which involved working for and caring for others.

After an initial assessment by the Re-Work team, Juliet completed her four day Re-Work training programme before she successfully gained a place on a new NVQ Level 2 course in Health and Social Care with another Employ ULV partner, Comsys Community College.



Refugee project celebrates their successes continued

The course required a number of hours a week on a work placement which Juliet has been

thoroughly enjoying. She hopes to be taken on permanently, but with her new qualification, work experience and new found confidence, she should be able to secure further employment in the area without much difficulty.

Juliet says; "I worried that not following my husband back to Africa would be a mistake. But thanks to Re-Work, I have found a way to make a living doing something I enjoy. I am now looking forward to my future here in the UK"

Ahmed Younas

Ahmed came to the UK nearly three years ago unsure of what he might be able to achieve. He had always harboured the hope that he could one day become a computer engineer, but it was only when he was introduced to Re-Work that he even considered this becoming a reality.

Ellington McDonald, his Re-Work Employment Adviser encouraged and assisted Ahmed's enrolment at College, where he is now studying for his A Levels in mathematics and computer science.

Ahmed also wanted to find

employment to provide him with an income and support him in his studies, but despite getting interviews, feedback was that he was too shy and mumbled. Through Re-Work, Ahmed was given a couple of individual coaching sessions to work on his confidence and interview technique. and now works part-time for NEXT retail in Wood Green, London.

"I came to this country for a better life, but it was hard to get ahead. Re-Work have helped me so much. I was getting so worried that I would not be able to get a job to support my studies and that I would give up, but everything is working out so well."



50 local vacancies secured for local people

Urban Futures' Employment Engagement team have been working hard to fill the gap between the excellent job ready people Employ ULV is producing and local employment opportunities.

We recognise the need to be able to slot these trained people into a vacancy as quickly as possible in order to add value to the operations of the company immediately.

This is the basis of Urban Futures' new Employer Engagement initiative which is now starting to see some real progress.

We have been working hard with local employers to find local vacancies and encourage them to work with us to fill them.

Since the inception of the project in September, we have secured nearly 50 vacancies for local unemployed people. These jobs have been promoted through the Meganexus network to ensure the widest possible range of people can apply for these jobs.

Operational links are also in place with Job Centre Plus and Communitas to ensure we find the right person for the job!

More employer facing organisations have also come on board and are looking to refer their clients to the Employ ULV Framework for support in filling their vacancies.

Organisations already committed and actively working with us include North London Chamber of Commerce, North London Limited, and TrainToGain through PreVista.

If you have any vacancies, or want to fill any vacancies, you can contact Phil Young on phil.young@urbanfutures.org.uk or 020 8352 5916.



Employ ULV Network Forum database update

The Employ ULV Network Forum database is currently being updated and hopefully, all of you have received the form we sent out via email. The form contains the records we currently hold on our database for you and your organisation

By updating this information, the Employ ULV team are hoping to expand the network and its benefits.

We want to create an online directory of all members containing information about their organisations such as contact details, role and the services they provide.

It is hoped that this directory will be a useful tool for members in a variety of ways e.g. in forming partnerships, for referring clients or beneficiaries etc

If you haven't already done so, we would appreciate it if you could update your details and confirm whether you would like your organisation to be part of this directory.

Please return the forms to marketing@urbanfutures.org.uk

Or, if you haven't received your form or would like to be added to the database, we will be happy to send you one.

In the meantime we will continue to provide email newsflashes, discussion forums, networking events and seminars.



Network Forum Event a Success

Urban Futures hosted another successful Employ ULV Network Forum event on Tuesday 7th November 2006 at Haringey City Learning Centre in Tottenham. The event was well attended by the three local authorities, partners and providers.

Martin Tucker from London Borough of Haringey Chaired the event. The aim of the day was to provide attendees with information on the strategic 'new vision' for the Upper Lee Valley, the opportunity to feed into the Employ ULV Evaluation and to influence the development of the Employ ULV Forward Strategy.

John McGill from North London Strategic Alliance (NLSA)

delivered an informative presentation on the New Vision for the Upper Lee Valley and Patricia Salami from the London Development Agency highlighted the outcomes of the LDA Single Programme review in the Upper Lee Valley.

SQW, the company conducting the evaluation of Employ ULV, presented the initial findings of the evaluation and key points for the Employ Forward Strategy to consider were put forward by Steve Delaney from Urban Futures.

Delegates had the opportunity to participate in the process after the morning break. The forum was split

into three workshops, and the attendees were asked to share their views on Employ ULV; what worked, what didn't work and priorities for the future – all the comments were collated by SQW and have subsequently supported the first stage of the evaluation.

Overall, the event was extremely successful with one attendee commenting *"As usual a professional and well organised event that effectively updated people, allowed them to share their views and influence future plans."*



Learners achievements rewarded in I Can Do It and 5 E Ltd annual Awards

In recognition of learners' achievements, every year, 5E Ltd and I Can Do It, hold a certificates celebration ceremony at their main facilities in the Selby Centre, Tottenham.

The awards, held on 16th November 2006, brought everyone involved under one roof, to provide the opportunity share their experiences, thank everyone involved in delivery and celebrate their personal achievements over the year.

One of the projects being celebrated was the Employ ULV Enfield Lone Parents project which is delivered by 5E, and 19

other local organisations. Via the project, 5E have reached out to help 114 lone parents residing in Enfield and Haringey with further training and personal development.

14 of those lone parents entered employment subsequent to receiving extensive positive and valuable job search support. The project as a whole has supported 118 lone parents into employment.

Two of the winners were Rebecca Gharthey and Maria Irene Da Silva:

Rebecca Gharthey

Rebecca moved to the UK from Italy in December 2005. She was keen to settle in to her new home but she was discovering that finding a job was harder than she hoped and she was becoming disheartened. It was then she was introduced to 5E who, like so many before her, could see her potential.

5E encouraged her to up-skill herself by taking some courses while she looked for her ideal job as a carer



Learners achievements rewarded in I Can Do It and 5 E Ltd annual Awardscontinued

Rebecca's personal employment adviser worked closely with Rebecca who arranged for her to receive regular practical help such as advice on training and education, assistance with job searching and interview techniques, and help with job applications and CV presentation.

Rebecca's friendly personality, her conduct, progress and achievements were excellent. She excelled even though she faced many obstacles. Her enthusiasm for her studies has always shone through and has gained her a lot of confidence throughout the course.

Rebecca soon passed her IT course in Level 1 and developed some new occupational skills that have enabled her to successfully secure employment and boost her confidence. She has now achieved her ambition and is fully employed as a Care Assistant for Scimitar Care Hotels plc.

Maria Irene Da Silva

Maria came to England from the Madeira Islands with only basic English skills which were making it hard for her to find permanent work, despite her enthusiasm

Maria was keen to work, so when she heard about 5E and the Lone Parents programme, she jumped at the chance to improve her language skills and therefore her employability skills. She soon completed her ESOL course at entry 2 which provides basic knowledge of English to speakers of other languages.

In addition, she was given the opportunity to develop her confidence and motivation through personal development sessions and employability training including advancing her interview techniques skills, completing application forms and one-to-one job search.



Learners achievements rewarded in I Can Do It and 5 E Ltd annual Awardscontinued

Her level of self-confidence has been boosted beyond recognition as she successfully completes each level. Maria faced some difficult times, both personally and professionally, while on her course. She was also determined not to be shy about asking for help and support in making decisions to overcome these difficulties. Maria is delighted with her experience at 5E Ltd and the Lone Parents programme. She feels that she has received a quality learning experience, a qualification that is recognised that will remain with her for life and something she can continue to progress in.

On the 16th November she was awarded with her ESOL certificate and recognised for remarkable achievement and excellent progress.

Maria is now working as a nail technician while she continues her training, starting her entry 3 course soon. She hopes to eventually become an interpreter.

For more information on the Employ ULV Life Skills and Employability Support for Lone Parents programme, please contact Andrew Ramsay, Project Manager on 020 8372 7630 or email andrewramsay@enfield.ac.uk.