

SHEFFIELD RACE EQUALITY COMMISSION

Support provided by DWP to move customers closer/into work

Mentoring Circles

Employer Engagement in (February/March) delivered a Mentoring Circle for BAME claimants. This was delivered by 2 members of the Community who deliver various support through local Job clubs, community centres, mosques. They were put in touch via our Partnership Manager and through a Faith forum.

8 candidates took part in 2 on-line sessions and then have continued with on-going 121 mentoring.

Once lockdown has eased and construction are back to full capacity on site and offering Work Experience Opportunities, Engie has committed to hold BAME mentoring Circles to encourage 18-24 years from a BAME background to see construction as a career.

Sector Based Work Academy Programme

Delivered a generic Refugee SWAP in April in conjunction with National Employer and Partnership Team, Refugee Council and SPS Training. Delivered On-line with interpreters. 10 attended and completed training. Included Insight/job Role overview of NHS and an employer in Fashion/Textile industry.

The team have delivered extensive support to 1 refugee who has been successful in getting a Clerical Officer role with NHS.

Currently in discussions with South Yorkshire Fire and Rescue and Sheffield United to look at a fitness programme to prepare customers to become firefighters. Employer particular keen to attract applicants from the BAME community.

In discussion with Springboard to deliver a Refugee SWAP for 18-24 year olds to move into the Hospitality Sector – currently in discussion with employers to secure commitment and ring-fence positions. Looking at a potential date of end of September – beginning of October 2021.

Ongoing: We currently work with NHS on a regular basis and where extra support is needed from Priority Groups, i.e. BAME, 18-24 year olds or Refugees extra support is provided in the form of additional 1-1's or interpreter where required.

Use of Flexible Support Fund to support BME women into work

The aim is to deliver support to a minimum of 200 unemployed BAME women over a 8-month period. The aim of the project will be to provide participants with an individual package to support them to improve their employment skills, mental health, confidence, and employment and training opportunities

These customers generally need personalised support to break down barriers and will be given individual action plans in employability (including self-employment, training opportunities, interview skills, cv's and completing job applications).

1. 100% of attendees to get a personalised action plan with a minimum commitment of engaging in the community venue 4 to 6 hours per week for ongoing support. These hours can be flexible across the week to fit in with customer's commitments and support attendance levels in a community venue
2. Ensuring all participants have a usable CV and are able to tailor that to individual jobs
3. Increase employability of all participants by developing language skills, on line skills to enable effective job search and to practice interview skills
4. Liaise with the Jobcentre WCC regarding progress of customers and to work with other partners SAVTE (ESOL provider, MIND MH support, Good Thing Foundation for Digital skills, with JCP to offer access to training, apprenticeships, and employment opportunities)
5. Provide access to confidence building, wellbeing activities that will promote self-worth in the community
6. Provide a link into employment or training with 50% women moving into training/ employment / volunteering.
7. Provide tailored financial advice if there is a language barrier promoting better off calculations and promote the use of childcare support that is available either freely or through DWP benefits

An invite to submit the full application has been agreed and we are currently awaiting that application from Sheffield Council, therefore the grant is not yet awarded and the provision not in place yet.

Work with Sheffield College who deliver ESOL courses to Customers on Universal Credit to improve their language and employability skills.

Worked in partnership with Citizens Advice and Sheffield City Council to organise a presentation to 25 ESOL college tutors on the range of support on offer to support this customer group. Sheffield City Council also went through details of the COVID Emergency Hardship Assistance Fund. These meetings will be ran on a regular basis going forward.