



## Position Paper

### Topic/Area: **Employability – *Inside Track***

#### **Context:**

The college has traditionally delivered Programmes for Unemployed people in Hastings and Rother via project funding, usually European Social Fund (ESF).

From August 12 this altered and our programme, branded *Inside Track*, was launched using Adult Skills Budget, combined with Community Learning to offer confidence-building and non-accredited inductions. This has been designed to support the high number of local people on unemployment benefits: (both significantly higher than the regional/national average)

- JSA - 4540 people claiming in Hastings and Rother (Nov 12)
- Employment Support Allowance (ESA) - 8960 people in Hastings and Rother (Nov 12)

Term one was used as a pilot and enabled the college to build on and deepen the partnership with Jobcentre Plus. We co-designed the initial programme and wherever possible linked employers to courses or offered bespoke courses for employers recruiting locally. These included Prime Care, Dunhelm Mill, Pets at Home and Hastings Direct.

#### **Action Taken:**

In close liaison with JCP the college has devised a more comprehensive schedule of provision for the Jan-July period focusing upon the key employment sectors recognised in local LMI and through vacancy levels with JCP: Care; Business and Finance; IT; Construction; Hospitality; retail and customer service. (See accompanying flyer and schedule)

We run monthly Group Information Sessions at the college and JCP advisors use skills conditionality to direct learners to appropriate provision based on their Jobseekers Agreement. They receive information on the whole programme, get to meet all the tutors and, where possible, employers who are offering support via interview practice or guaranteed interviews.

#### **Impact to Date**

- Excellent partnership working with Jobcentre Plus providing courses that meet local recruitment need, volumes of students and employers linked to courses to provide interviews and actual jobs
- 105 students enrolled in term 1 with a total of 10 Students securing evidenced employment outcomes with Dunhelm Mill and Prime Care with a further 5 are awaiting confirmation to start with Dunhelm Mill w/b 21/1/13. The other students are currently being followed up.
- 62 students enrolled on January 9<sup>th</sup> on a range of courses including Functional Skills, Hospitality, Care and Business.

#### **Further Actions to Improve**

- The local Work Programme providers (Avanta, Per-Temps and Pinnacle People) have been engaged and are aware of *Inside Track* but are yet to refer their customers onto the programme.
- Continuing to raise the profile of the programme through concerted marketing campaign aimed at JSA claimants, work programme providers and employers.
- More comprehensive tracking systems need to be embedded into the process to encourage students and employers to complete job outcome conformation forms.
- Wider employer engagement to ensure employers are linked to all courses.

