



Community Works

Employment and Skills support
as part of Grenfell Recovery



THE ROYAL BOROUGH OF
KENSINGTON
AND CHELSEA








Within the Grenfell Recovery Strategy there is a commitment to support the employment and skills ambitions of residents, outlined by two key action points:

- **Work with the community to agree area of focus for the project, taking into account consultation to date, the targeted Grenfell focus, and the needs of residents**
- **Design and deliver a community-based commissioning project in this area**

To help meet this commitment, a project was developed under the working title **Community Works** in late 2019.

This project has focused on working with residents, in workshops and small groups over several sessions, and with local partners to identify what support is needed and to develop ideas into potential projects to meet those needs.

Residents told us what was needed in their own words:

1	Work opportunities that fit around school hours	
2	How to convert volunteering into paid work	
3	Young people need extra support	
4	A person-centred offer that reflects my experiences and needs, especially when I am vulnerable	
5	Pre-employment support is required to rebuild confidence and motivation especially for those recovering from difficult life situations	
6	People who have had to leave or lost reasonable jobs because of Grenfell can receive relevant support that meets their unique needs, circumstances and potential, acknowledging their skills and the barriers they face	
7	Support to start and run a business	














A list of potential projects has been developed and the next task is to identify the priority projects to be funded and commissioned for Community Works. There's £250,000 available to fund the first projects to be selected from table on the following page.


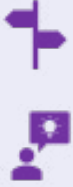


To tell us which projects you'd like to see delivered, please email your top two selections to employmentandskills@rbkc.gov.uk

Once the priority projects are selected, the Council will commission the projects with community participation and the progress of projects will be reported and shared.



Which projects would you like to see delivered?

Name of project	Description of support	Which needs does this address	Estimated budget	Estimated outcomes
Into Work – Employment advisers working in the community	This will provide personal advice from dedicated and qualified employment advisers. Funding will enable one-on-one access to employment advisers for individuals, informed by personalised action plans. Advisers will help and support residents towards and into work and provide ongoing contact once in work.	  	£140,000 - £200,000 for 2 years	150 - 200 residents engaged 120 - 160 residents benefitting from skills development 40 - 55 residents into employment
Ready for Work – Job preparation and mentoring	This project will develop a programme of talks and events with employers and mentoring support, including recruiting and training local mentors. Mentors will work with project participants to help prepare them for employment.	   	£60,000 - £100,000 for 2 years	15 - 25 employers engaged 180 - 300 residents benefitting from employer sessions and opportunities 30 - 50 residents becoming mentors 60 - 100 residents benefitting from mentoring and networking
Build Yourself Up – A confidence building programme	This project will feature workshops to build the confidence of participants. These could be held alongside organised activities for further development such as gardening, cooking, IT and creative skills. This will aim to develop confidence and motivation, with coaching.	   	£40,000-£80,000 for 2 years	80 - 160 residents benefitting from planned activities and confidence building 40 - 80 newly unemployed residents benefitting 25 - 50 positive outcomes into further learning or employment, following the programme
Run Your Own Business – enterprise bursary scheme	The creation of an enterprise bursary fund to support business ideas that have been developed into viable business plans. Successful applicants would access start-up funding to launch their businesses.	 	£40,000 - £60,000 to run a pilot	20 - 30 new business start-ups supported Network, events and mentoring programme developed Seed funding local approach piloted

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Pathways Into Work – preparing for work in specific sectors	<p>This project will develop a pathway into agreed target sectors (such as health, finance, IT, green jobs). The project will develop links with employers to offer work trials and assist residents' access to opportunities in those sectors.</p>		£30,000 - £50,000 for a programme	<p>50 residents accessing pre-employment, sector-specific support per programme</p> <p>Employers creating work trials and similar local opportunities and benefitting from incentives</p>
My Community Business – advice and expertise to develop or launch a social enterprise	<p>There are many people who wish to develop a business with a social purpose. This project will offer advice and guidance to turn ideas and ambitions into a social enterprise.</p>		£40,000 - £60,000 for a programme	<p>5 - 7 social enterprises starting up and developing</p> <p>Establishing a local support programme</p>
Community Works Events Programme	<p>This project will facilitate a programme of events held within the local community, focused on employment, careers and motivational sessions. These would be run in community venues and in partnership with local agencies and employers.</p>		£40,000- £60,000 for a programme	<p>Local programme developed and delivered</p> <p>Referral route to other services established</p> <p>25 – 37 residents progressing into employment or training</p>
Work Tasters for Young People	<p>This project will set up a range of taster sessions where young people can experience what it would be like to work in various industries. Taster sessions could be developed for IT/digital, construction, mechanic professions for example. The tasters would be informed by what industries young people want to gain experience in.</p>		£20,000 - £40,000 for one sector programme	<p>12 young people benefitting from tasters per programme</p> <p>Young people supported with career progression or sustainable next steps (depending on how many programmes are run)</p>

How were the project ideas developed?

What we've done

1. Initial Project Scoping

Working with agencies and partners, the first stage was to identify the scope for this programme which was developed into the following points:

- For people who have been affected by the Grenfell tragedy who are unemployed or in insecure employment and want to work
- To change how we work to materially support people to identify and achieve their long-term aspirations and goals
- We will keep communities at the centre of this work and the project will be community-led
- We acknowledge that we need to build trust and ensure there is regular sharing and feedback with the community
- The outcome of this project will be increased levels of good employment for people affected by the Grenfell tragedy
- We will keep in mind the principle of 'Peer Support' to focus on the person and their support networks

2. Gathering evidence of needs

We have gathered evidence from people who we hope will benefit from these services – parents with young families; people who are vulnerable or who have special needs; and people who have been out of work for a long time. They told us what would make the difference for them

3. Developing ideas together

In workshops and follow-up meetings, hundreds of ideas and suggestions were grouped into common themes. These were examined and those that received more mentions and endorsements have been summarised into potential projects.

The potential projects listed indicate the needs each project addresses and how much the project would probably cost, either for a two-year period or for a programme as described. We now need to decide which projects to take forward with the funding from the Grenfell Recovery Strategy. There is £250,000 currently available for this work and there may be opportunities to align or access other funds which will be explored.

4. COVID-19 impact

This has slowed the progress in developing the projects through co-creation. The impact upon the economy and residents' employment prospects means there is a greater need for support. The ideas developed under Community Works will be fed into COVID-19 recovery planning and considered for implementation across the borough to assist residents needing assistance as the recovery from the pandemic develops.

