Pathways to Ambition and Pathways to Success

European Union
European Social Fund

A Programme for all Resident's of Rotherham to access learning, training or employment

Rotherham
Metropolitan
Borough Council

Employment Solutions

- We are a team dedicated to helping the people of the Rotherham Borough in their needs for employment, training and education.

- Pre COVID19 the team was made up of 1 Employment Solutions Officer and since October 2020 has expanded to become a team of 11 such has been the need and success of the team.

- The team offers wrap around support to help meet the needs of all customers across a range of support needs, those that need help in financial matters, health and wellbeing, employment and training.
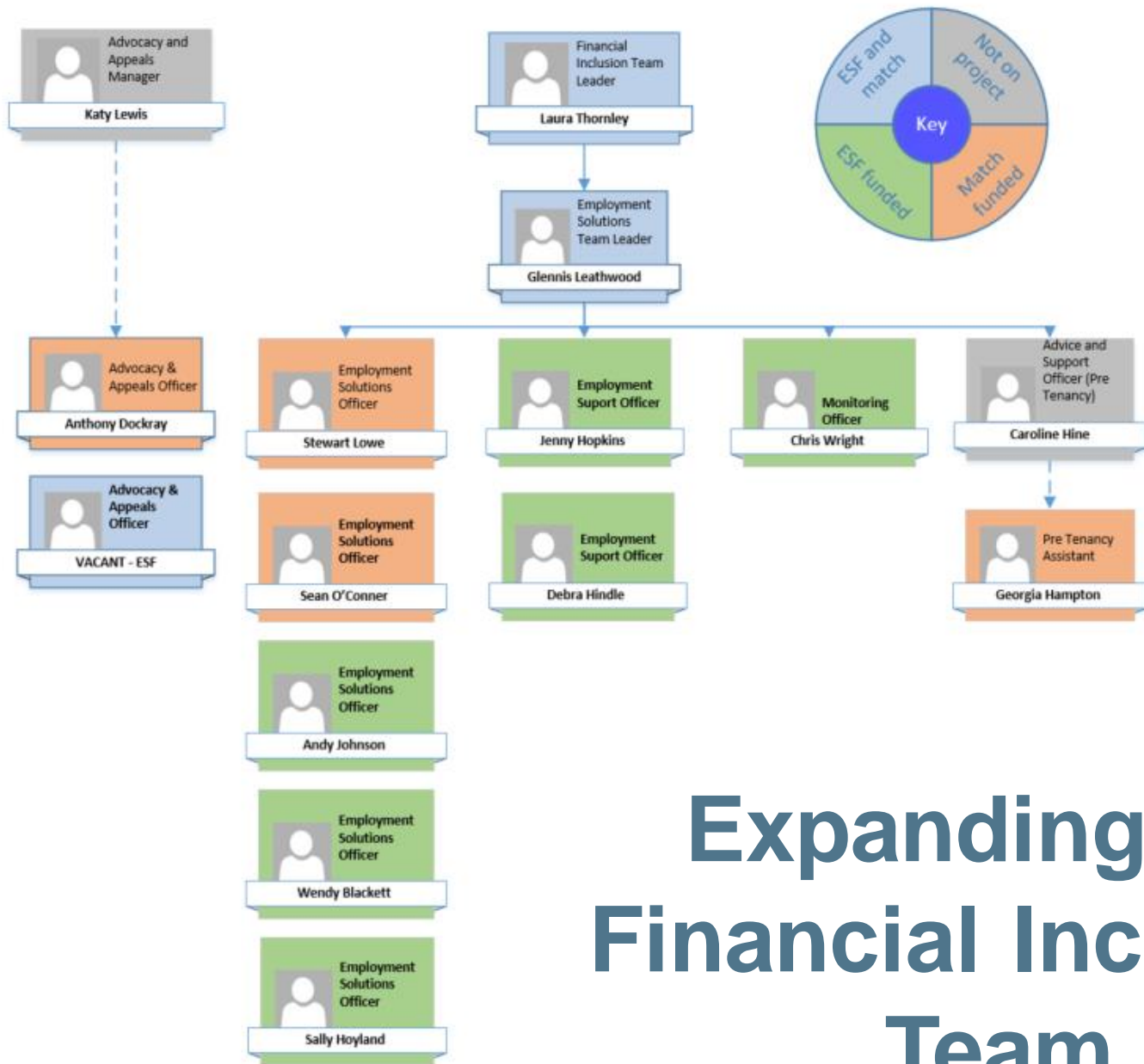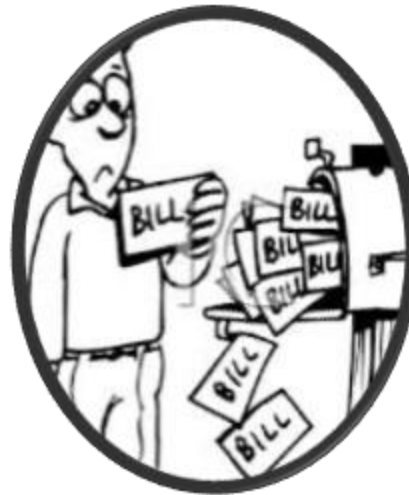
Expanding the Financial Inclusion Team
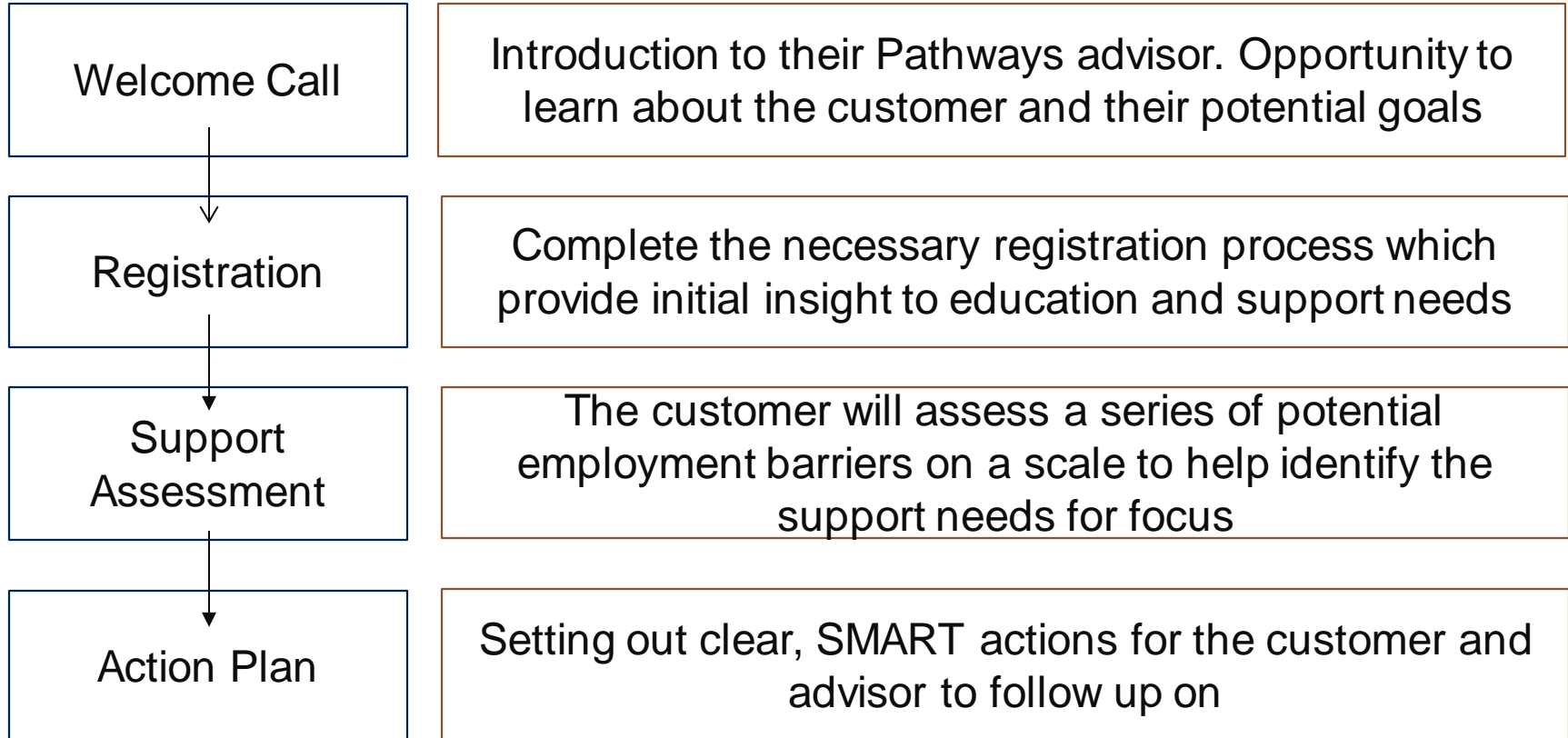
Support and Assistance

Breaking down barriers

Access to support services

The Pathways Journey

Welcome Call	Introduction to their Pathways advisor. Opportunity to learn about the customer and their potential goals
Registration	Complete the necessary registration process which provide initial insight to education and support needs
Support Assessment	The customer will assess a series of potential employment barriers on a scale to help identify the support needs for focus
Action Plan	Setting out clear, SMART actions for the customer and advisor to follow up on

Support and Assistance

As part of our Employment Solutions offer, the Employment Support Officers are a leading factor in helping our customers to overcome barriers.

- **<u>Health</u>**
  Physical and mental health, offering advice and guidance on options available to get external support.

- **<u>Substance Use</u>**
  Providing support including connections to local organisations.

- **<u>Financial and Debt</u>**
  Assisting with Policy and Practice calculations, budgeting advice, and again connecting to external organisations to provide wrap around support. Giving advice and guidance around debt.

- **<u>Childcare</u>**
  Looking at entitlements, making customers aware of their rights and requirements to support them into employment.

- **<u>Benefits</u>**
  Helping customers with Universal Credit queries and ensuring customers on the correct benefits.#

- **<u>Housing</u>**
  Providing information and advice on housing situations, supporting potential new council residents and those not registered.

Use of Policy and Practice

- In Employment Support we use the Policy in Practice Calculator in many different ways to help support our customers.
- It has been utilised to check customers are receiving the correct benefits before providing them with the advice on guidance of how to claim.
- We use it as a motivational tool to show how much better off in employment customers will be, this has been invaluable in apprenticeships and the Kickstart scheme where more consideration on wages are required.
- The income and expenditure tool has been key to identifying other barriers such as health and wellbeing i.e. smoking and alcohol use and financial i.e. gambling and debts.
- All customers entering employment complete the calculation to help them manage with the transition from benefits.

Devastating Results of the Pandemic

7.6 Million Jobs at Risk

9 Million Furloughed

Training and Employment

- Access appropriate learning or training courses
- Identify suitable volunteering/work experience opportunities
- Develop a bespoke, sector based CV
- Improve job search skills
- Complete job application forms
- Prepare for interviews
- Support when started work

Training and Employment

Training

- We have developed great partnerships within the Sheffield City Region to access training for our customers across a huge range of sectors
- From vocational training to re-entering education we have the links to support all customer needs
- In addition to this we have links to behavioural change courses, to increase confidence, self esteem and an individuals belief in themselves as part of their journey

Employment

- We have built on partnerships with employers and have been running work academies providing our customers with the opportunity to access interviews with local employers
- Providing quality advice and guidance on applications, CV's and interview techniques giving 121 support across all levels.

Pathways in the Community

In the early stages of the Pathways Programme we have developed our links across the Rotherham Community working with a wide range of local services to provide support.

- Clifton Learning Partnership working with the Czech, Slovakian and Polish communities

- Rotherham Advocacy Partnership

- Rotherham United Community Sports Trust

- Lighthouse Women's Community

- Rotherham Ethnic Minority Alliance

- Local Housing Associations

Case Studies

Customer is looking at a full-time employment opportunity.

She is a single parent, with a 2 year old child.

She will need full time childcare, as she has no family or friends who can help out.

However, she is concerned that the level of salary would mean that she wouldn't qualify for Universal Credit, and then she would be much worse off.

If she doesn't qualify for a UC award, she won't be able to claim enough to cover her childcare costs, as Tax Free childcare only covers up to £2000 per year. Her costs would be greater than this.
The calculator was used to input the exact annual salary details, with 40 hours of childcare, using the average cost suggested by Policy in Practice.

The results showed the customer that she would qualify for a UC award of £645.29 per month. The customer found this difficult to understand as she considered the payment for childcare as something separate to the UC award.

So to help her understand how it was calculated, I completed another assessment, this time not inputting any childcare costs, but using just the salary details, to show her the basic UC amount she would qualify for.
She was then able to see that she would qualify for a very small amount of UC, £7.94 per month, which meant that she could claim the 85% of childcare costs through UC.
The two breakdowns were emailed to her, for her to refer to.

Note: the final caveat to this case study, is that the customer was advised to take the results to her work coach for them to double check, and also to highlight to her that the salary is likely to increase in April, which would mean that she may get pushed over the UC award threshold.

Case Studies

Kickstart opportunities are available to our 18-24 year old customers.

With this group, we will be undertaking basic better off calculations, to demonstrate how much better off they will be if they take up an offer of a placement.

Depending on their age, they will usually qualify for the NMW rate for their age group, unless the employer chooses to pay more.

We will use the calculator to show them how the calculation is arrived at for their Universal Credit award.

And then to compare, we will do another calculation to show the increase in their income.

In the example below, we have assumed that the customer is living with their parents, and does not have any housing costs.

2/23/2021		Benefit and budgeting calculator | Policy In Practice	
Name		**Date**	
Kickstart 18 - 20 yr old		23/02/2021	
Stored case		**Scenario**	
https://betteroffcalculator.co.uk/calculator/DrPpvn		18 - 20 yr old on Kickstart programme - NMW - living with parents	
Universal Credit			
Step 1: Calculate any Housing Element			
Housing Component			£ 0.00
Step 2: Calculate Maximum Universal Credit			
This is made up of elements based on household circumstances			
Adult			£ 342.72
Maximum Universal Credit			£ 342.72
Step 3: Calculate income			
This is 63% of net earned income after application of the work allowance plus non-earned income & income from savings. Private pension contributions are deducted.			
Net earned income			£ 698.75
Minus work allowance			£ 0.00
Income after work allowance			£ 698.75
Earnings for assessment (63% of net earnings)			£ 440.21
Total income			£ 440.21
Income for assessment			£ 440.21
Step 4: Deduction due to income & savings			
Deduct income from maximum Universal Credit			
Maximum Universal Credit			£ 342.72
Minus income for assessment			£ 440.21
Universal Credit			£ 0.00

Pathways So Far……

- Since the expansion of the team in October 2020 we have supported 136 customers.

- 20 of those customers are now in employment.

- 35 of those customers have now upskilled and gained qualifications through training.

- The programme has seen big increases in terms of referrals and successes since the start of 2021 and we are looking forward to many more throughout the year.

- We are proud to say that we are making a real difference to the lives of people in Rotherham.