

PeoplePlus and Movement to Work Introduction to PeoplePlus

We are one of UK's leading independent adult skills and training provider. Our vision is to make a direct difference to the lives of individuals using our experience to support hundreds of thousands of people each year.

Our committed teams work across Britain to deliver a range of public services, including employment support, skills training, independent living, prison education, starting a business, and support to help employers grow. The PeoplePlus approach is to support our clients, customers, stakeholders, and partners by providing Skills for Growth to:

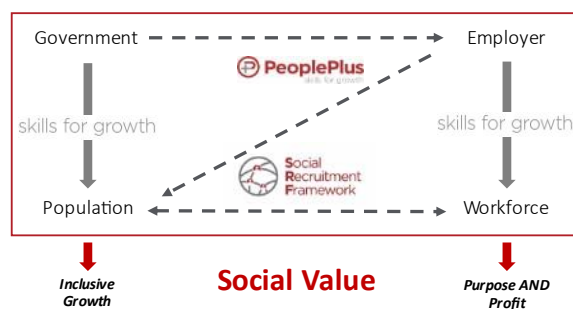
- Individuals
- Companies
- Partners
- Industries
- Regions
- Nations
- Societies

...so that mutual benefit and shared value is created. It's this approach that drew immediate synergies with Movement to Work and marked the start of our strategic, mutually beneficial relationship which has had yielded significantly positive results so far.

PeoplePlus believe that creating significant social mobility and equitable, sustainable employment requires a strategic view; One that is rooted in the belief that a more intelligent and accurate view of employer and labour market demand will prevent training people for jobs that don't exist.

We have an ambition to unlock the creation of shared value first introduced by Michael E. Porter which can only be achieved through an approach that matches labour market demand with appropriately trained supply.

Creating Social Value



Supporting individuals to identify opportunities to develop & learn new skills, find employment by connecting them with suitable training & employer opportunities



The key to closing the supply/demand gap that has long bedevilled the labour market requires an approach that recognizes that 'the whole is greater than the sum of its parts'.

This necessitates that organisations with an overarching and proximate view of the national employment and skills landscape (such as Movement to Work and PeoplePlus) work together in true partnership to drive cumulative, positive impact through innovation and strategy, beginning at a local level and building incrementally outwards.

OUR PARTNERSHIP

Movement to Work's vision to break the vicious 'no job – no experience' cycle that is preventing around 689,000 young people, not currently in education, employment, or training, from stepping onto the career ladder has a clear collaborative synergy with the PeoplePlus approach and most importantly, both organisations' visions' are complimentary.

Both Movement to Work and PeoplePlus understand the requirement to get employers on board to ensure all activity relating to training planning and provision is driven by labour market demand. Ultimately this approach will facilitate a system which sets young people up for success and at the same time enables employers to access the training and support needed to increase labour market supply and allow them to attract talent to their business.

OUR WORK TOGETHER TO DATE

To date our approach to collaboration can be categorized in three interlinked areas; this has seen us working to a common purpose.



Strategy and Innovation: PeoplePlus and Movement to Work independently recognized the significant challenges employers were facing in relation to sourcing funded services to support their business. There are difficulties in finding the right training provider, funding stream and training course to meet their business requirements, with funding devolution proving a further challenge for employers who wanted a consistent approach at a local, regional, and national level.

Furthermore, there are over 20 employment and skills funding streams from a circa £10bn allocation available to provide skills, education, and training. We have been able to support an emerging coalition of other training providers and employers across multiple sectors. We recognized that although we are one of the leading adult education providers in the country, PeoplePlus is not best positioned to support all employers, across all regions and subject areas in a consistent way. This is where the challenge would have historically fallen to employers to source and coordinate numerous training providers to meet their requirements – proving, costly, time-consuming, and inconsistent.

PeoplePlus recognized the need to innovate and think differently and developed the Social Recruitment Framework – 'SRF' as a service that addressed the challenges that employers had been faced with. By disrupting the market, and not seeing other training providers as competitors but as partners, the SRF provides employers with access to multiple training providers with funding across Scotland, England, and Wales. Something Movement to Work recognized as a significant benefit to the employers they work with.

Employers: Through the SRF, PeoplePlus and Movement to Work can offer a coordinated service to employers, simplifying and demystifying the training and funding sector and helping to 'connect the dots' between employer need and funding support available. The SRF tracks employer need and matches it to training requirements in real time. Sharing employer data with training providers enables them to build a training route led by the employer intelligence where training is planned at the right time towards actual jobs – helping ensure that expenditure of public training funds align with regional ambitions.

Past trends and forecasting intelligence are used to predict future demand which is shared with partners so that training providers can align themselves and provide training correlated to actual employer need. This equips candidates with skills needed to meet employer requirements and provides employers with coordinated access to the training providers with the right expertise, funding, and local knowledge to tap into diverse recruitment streams.

Movement to work champion work placements as routes into sustainable employment for young people, with some of the UK's leading employers. PeoplePlus wrap labour market intelligence, job outcome opportunities, and training towards these vacancies in conjunction with Movement to Work.

Since August 2019 Movement to Work and PeoplePlus have supported the following employers to access 'a social recruitment service' – through training, work placement and meaningful job opportunities:



The Social Recruitment Framework has supported 3000 candidates to access quality training and in partnership with these employers 900 individuals have moved into work.

PeoplePlus has a mission to make a direct difference to the lives of 1 million People by 2022. To date through the SRF 74% of candidates who attended job focused training were offered interviews and 82% of those who attended interviews were offered employment. By building the foundations and routeways for employers to access talent since 2019 we are in a strong position to make an even bigger impact in 2022.

Kick Start: PeoplePlus deliver a successful Kickstart Employment support programme, with over 100 young people successfully securing a placement. The programme consists of online accredited training, a designated Kickstart coach, access to Skilzminer career development platform and Health and Wellbeing monthly interactive sessions. We provide employment support and guidance, job search support, focussing on any barriers identified, managing objectives, and agreeing actions to be reviewed at each meeting. The coach covers a range of employability skills and will support the participant with any concerns that they may have and provide practical ways to solve them. If the participant does not achieve employment with the placement provider, we will support the young person to access alternative employment.

Health and Wellbeing- Provides monthly 1:1 or Group sessions. We build trust with young person facilitating a confidential format to discuss and receive support. The trainers will address immediate barriers such as money management, mental wellbeing and any support requested by the young person. The trainer will sign post to appropriate agencies that can support the individual to overcome barriers.

We have recognised the significant impact our programme has had on both young people and their employers

My experience of Kickstart has been positive. We have not only had the opportunity to improve the lives of young people but have been able to offer 2 Kickstart employee permanent contracts. We hope to be able to offer more Kickstart employees permanent positions in the future.

PeoplePlus have been excellent throughout the programme, providing each young person with one-to-one coaching and a health & wellbeing programme.

*One employees' partner was experiencing personal issues during her pregnancy, and they both found the PeoplePlus health and wellbeing programme very useful helping them cope during a difficult period – **Helen Crown Security***

When I first went to my work placement, I was full of self-doubt and extremely lacking in confidence, it was my first every experience of a job and honestly, I was terrified. Fast forward six months and you wouldn't believe I was that same person and my confidence has grown tremendously.

LT St Lukes Hospice

Traineeships: Peopleplus has support 150 candidates onto a Traineeship programme with 100 moving into a work placement via our flexible programme that provides candidates with an opportunity to gain real work experience and job skills. PeoplePlus offer flexible additional elements to the content of the traineeship to meet the labour market and the young person's personal needs.

At its core are high-quality Work Experience Placements, Work Preparation Training, English, maths & Digital Skills. The duration of the traineeship programme is 8-12 weeks, and the content of the programme is tailored to the individual's needs. Work preparation training has a clear focus on activities that will help progression into sustainable employment. Accredited qualifications are offered to learners to help develop personal, social, and professional competency and extend learning beyond the working environment.

The Traineeship programme is supported by a proactive employer engagement strategy is in place attracting key employers such as Community Transport, Cooney Marine, Environcom, Housing 21, Baron Eden, Boots, Typhoo, Bargain Buys, Radius Aerospace, Switch Gas and Power, Butterwick's Hospice, LifeSecure Financial Services, British Heart Foundation, Acorn Network and Sheffield City Trust.

Dominika has started her career with CT Furniture impeccably, she has integrated quickly into our team and systems with the minimum of fuss and is highly respected by everybody at the Charity.

From starting her initial Traineeship Work Placement which led to a Volunteering role and now having moved onto Kick Start, Dominika has gone from strength to strength, using her excellent application skills, great work ethic, Dominika has had the foresight and confidence to work independently, which is there for all to see.

Dominika is currently working on Website Sales and has been tasked with running our e-BAY platform and is already bringing in much needed revenue into the Charity.

Michael Patterson - CT Furniture Northeast

TO SUMMARISE

Providing routeways for young people, and others in the NEET group to move into sustainable work requires a strategic planned approach. By collaboration, connecting services, funding, young people, and employers together we really can make a significant difference to employment rates. 2022 looks incredibly exciting and the foundations-built looks set to deliver even more significantly through 2022.