



move on

GHN Conference
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Move On



move on

**How can we reverse the 92%
rate of people not working
while homeless?**



● **Most commonly identified barriers to employment, training, education:**

- lack of confidence
- lack of experience/skills
- health concerns
- drug/alcohol misuse
- welfare benefit issues
- mental health concerns
- lack of education/training

(GHN 2006)



● **Move On Training & Development Service users barriers to employment (self-identified 2008)**

- | | |
|-------------------------------------|-----|
| ● Drug misuse | 84% |
| ● Lack of self-esteem or confidence | 81% |
| ● Prescribed Methadone | 78% |
| ● Poor mental health | 62% |
| ● Alcohol misuse | 57% |
| ● Criminal justice involvement | 56% |
| ● Poor physical health | 46% |
| ● Lack of education or training | 43% |



Do homeless people want to work?

- 92% of research participants were workless.
- 68% of people experiencing homelessness hope to work in the future
- 67% aspire to engage in training or education
- 60% aspire to volunteer in the future
- 66% have worked in the past

GHN 2006



- **Are we really serious about our aim to support homeless people towards and into employment?**
- **Attitudinal barriers among professionals?**
- **Lack of strategic focus**
- **Results of the hostel re-provisioning programme**

- The main weakness of the Glasgow re-provisioning programme was a relative lack of emphasis on work, training and other forms of purposeful activity, particularly for the younger ex-residents. Such activities could have done much to combat their loneliness and boredom, even if integration into the mainstream labour market is not always a realistic goal

Executive Summary - Glasgow Hostel and Re-provisioning Final Report.

What Works?

- Integrated support to address chaotic lifestyles
- Long term and short term individualised action planning
- Services delivered by agencies with a real understanding of the service user's needs and situations
- Focus on both hard and soft outcomes
- Realistic recognition of the length of time it can take for some individuals to navigate along the employability pathway.
- Aftercare provision
- Flexible delivery models
- Supported and transitional employment models



What has worked at Move On?:

- 1:1 advice and information, support and guidance
- Varied group programmes incorporating IT, holistic therapies, art, personal development group work and College based activities
- 1:1 and group based Literacy and Numeracy tutoring
- Accredited SVQ courses in conjunction with FE Colleges
- Aftercare, including "Advance" evening and weekends programme
- Volunteering
- Money and Debt Advice
- Health, leisure and recreation programmes



Outcomes -Training & Development Service Move On	07/08	08/09
People undertaking personal development/core skills training with Move On	57	39
People moving on to additional pre-vocational training	7	4
People moving on to vocational training	5	9
People moving into further education	12	11
People moving into employment	3	3
People undertaking certificated further education courses while at Move On	33	20
People accessing volunteering	6	5

- **What are the external pressures on resources?**
- **Economic downturn and cuts to public services and spending**
- **The Proposed Work Programme**
- **Reductions in housing benefit**
- **Changes to the benefit system (universal credit?)**

Challenges with resourcing models for the employability pathway:

- Organisational capacity and resources are necessary in order to participate.
- Funding model does not recognise ongoing costs.
- Outcome payments are solely on job outcomes and not on distance travelled.
- There is little recognition of the time which it can take to support someone towards and into employment.
- Little recognition of the softer outcomes achieved (self confidence, physical/mental health improvements etc) in the process or journey itself.

Third Sector Employability Forum Priority Sub Group



Conclusion

We can begin to reverse the situation of 92% of homeless people not working by:

- Lobbying and encouraging funders to fund outcomes including distance travelled, engagement and soft skills
- Investing limited resources in successful models supporting homeless people into both soft and hard outcomes
- Raising the priority of employability for homeless people on both a strategic and operational level, from its current low levels to being an essential part of what we offer

Questions



- In an environment of reducing funding, how can we ensure that the resources which are available, are targeted at those services which have the best chances of supporting homeless people towards and into employment?
- How can we make employability considerations central to the variety of supports we offer homeless people and ensure that in the future we don't miss another opportunity like hostel re-provisioning to substantially increase employability options among homeless people?

Contact:



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