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Move On



Who we work with:

- People affected by homelessness
- Vulnerable young people

What we do:

- Employability
- Support & guidance
- Building skills and confidence
- Mentoring
- Literacy support & Money & Debt Advice
- FareShare Glasgow and West of Scotland



Impact 2017



- 231 people into employment, training, education
- 1.5 million meals distributed for people experiencing food poverty
- Debt written off worth more than £250k
- More than 50 people experienced improvements in family, community or work relationships through improving literacy skills



Why Work?



- Beneficial to health and well-being
- Lack of work detrimental to health
- For people without work, re-employment leads to improvement in health and wellbeing
- The health of people of all ages who move off welfare benefits improves



Barriers

- Little or no work experience
- Underlying health problems, particularly poor mental health
- Few or no qualifications
- Criminal records, limiting employment options
- Loneliness and isolation impacting confidence and motivation



Unsuccessful Approaches



- Too structured
- Inflexible
- Ignores the specific needs of individual participants
- No second chances
- Assumes simple linear progression along a predetermined timescale
- Not aligned to employer's expectations or job opportunities



A Successful Approach **move on** unlocking your potential

- Flexible
- Person-centred
- Supportive
- Acknowledging participant's fitness & health
- Clear boundaries/expectations
- Aligned to job market
- Second chances (people able to make mistakes)
- Voluntary



What do Employers Want?



- Motivated
- Reliable
- Can work as part of a team
- Good communicators
- Able to take instruction



Move On Programmes



- Training & Development Programme
- “MOFVEP”
- Volunteering



Training & Development Programme

- Personal development focus
- Time limited programme with aftercare
- Practical support with money management
- Structured wide-ranging programme (relaxation, holistic therapies, art, exercise)
- Personal planning/goals
- 48% moved into positive destinations



“MOFVEP”

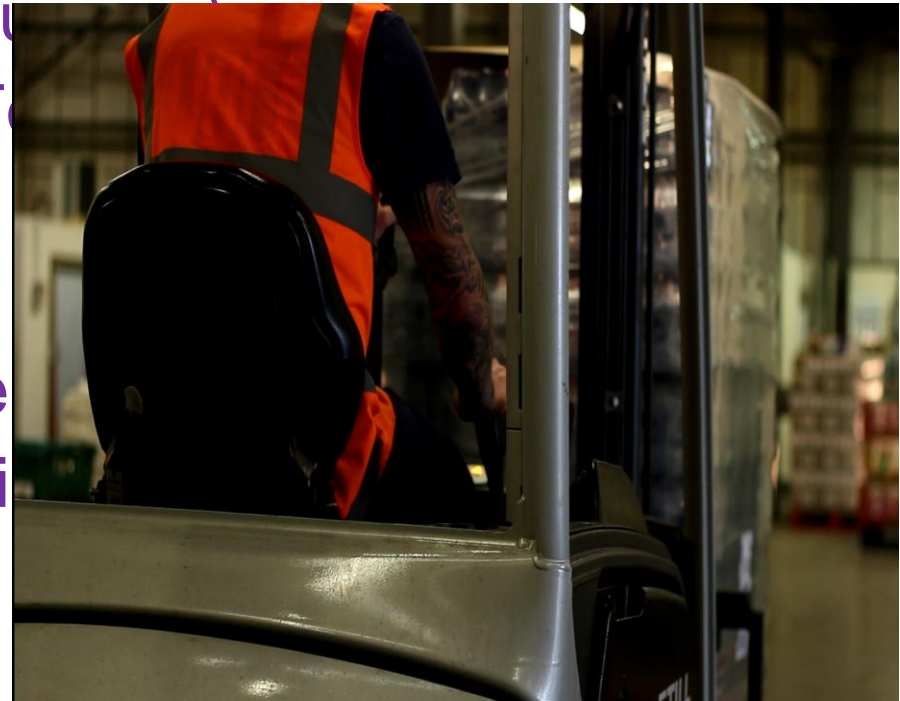
- Time limited
- Qualifications/Certificate
- Personal Development
- Based in working environment
- Real life work experience
- Personal planning/goal setting
- Literacy, Money and Debt Advice
- 51% of participants moved into positive destinations



Volunteering



- Not time limited, but generally 6 or 12 months
- Literacy, Money and Debt Advice support
- Flexible, with days, times individually negotiated (less than 16 hours per week)
- Qualifications/Certificates/Forfeiture
- Social Impact
- 1:1 and peer support
- Aligned to employer requirements
- Range of activities/responsibilities
- High levels of sustainment



Learning

- Flexibility key
- 1:1 holistic support, responding to people's changing needs
- Peer support/learning
- Social impact can be an important driver, encouraging participation
- Real life work experience, certificates and qualifications build CVs
- Significant anxiety re: transition from benefits onto a salary



Replication



- Third sector opportunity
- Not one size fits all
- More flexible and person-centre
- Social enterprise fit
- Social impact
- Wide range of options (not just social care)
- Health funding?
- Potential fit with Housing First approach



THANK YOU

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