

Group notes: Exploration of success factors for change from non-employed to employed situation - & ways to measure the changes.

<b>FOR EMPLOYERS:</b>  <b>Aim: Hiring talent from refugee population/Addressing skills gaps</b>		<b>Short-term outcomes</b>	<b>Medium-term outcomes</b>	<b>Ways of measuring this change</b> (from NEF presentation & added by Transitions)
<b>Change- Activities identified for employers</b>	Training Meetings with key staff Case studies e-learning	Leadership understands why/business case  Engagement with support agencies  More routes for workforce engagement  More transparency over transferability of overseas qualifications	Continued business benefits  Funding streams identified  Corporate reputational enhancement  Increased workforce diversity	Testimonials/quotations  Quantitative project records  Online /phone/ 1-1 surveys (qualitative and quantitative questions) - including % of change caused by services.
<b>Enablers</b>	Education & Exposure of staff/candidates Diverse Access routes			Savings calculations on costs of statutory services  Case Studies
<b>Both enablers &amp; preventers</b>	Senior management support			Focus Groups
<b>Preventers</b>	Online recruitment systems Focus on traditional UK qualifications Embedded lack of awareness of discriminatory processes Un-diverse workforce			Publicity material including photographs  Other eg Audio/video evidence

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<b>FOR REFUGEE CLIENTS</b>  <b>Aim: Jobs that fit skills sets/sense of progression</b>		<b>Short-term outcomes</b>	<b>Medium-term outcomes/Long-term outcomes</b>	<b>Ways of measuring this change</b> (from NEF presentation & added by Transitions)
<b>Change- Activities identified for refugee clients</b>	<b>Short-term</b> Careers guidance Workshops Skills-gaps training: technical & 'soft' jobsearch skills Using Naric IELTS where necessary <b>Medium</b> References/work experience UK qualifications Gaining visibility by UK employers <b>Longer term</b> Gaining trust/support of placement supervisors	Knowledge of what jobs exist & Transferable skills & experience  Useful contacts  Knowledge of system of applying & approach to effective interviews	<b>Medium</b> UK experience  Improved confidence (professional & personal) , hope, optimism  Increased experience of UK interviews  <b>Long</b> Sense of choice Independence in the market	Testimonials/quotations  Quantitative project records  Online /phone/ 1-1 surveys (qualitative and quantitative questions) - including % of change caused by services.  Savings calculations on costs of statutory services
<b>Enablers</b>	Improving economic context Professional networking		Settlement/integration/roots	Case Studies
<b>Both enablers &amp; preventers</b>	Age Individual circumstances		Ability to give back Ability to mentor others	Focus Groups  Publicity material including photographs
<b>Preventers</b>	Trauma Prejudice/discrimination			Other eg Audio/video evidence

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<b>FOR ADVISING ORGANISATIONS</b> <b>Aim: Jobs for clients and improved employer-relations/perceptions</b>		<b>Short-term outcomes</b>	<b>Medium-term &amp; longer term outcomes</b>	<b>Ways of measuring this change (from NEF presentation &amp; added by Transitions)</b>
<b>Change- Activities identified for Advising organisations</b>	<b>Short-term: Providing</b> Job-market orientation: 1-1 coaching/ workshops with employers/ Needs assessment/gathering information/Referral to ESOL <b>Longer-term</b> Employer engagement by organisation/internships/workshops with organisations/more client preparation work/grants Increased advocacy with employers Increase awareness raising	Better understanding of UK employment market  Improved ESOL/ communication skills	<b>Medium term, clients have</b> Improved ESOL/communication skills  <b>Longer term</b> Agency turns JCP into an enabler  Statutory bodies, professional bodies are enablers	Testimonials/quotations  Quantitative project records  Online /phone/ 1-1 surveys (qualitative and quantitative questions) - including % of change caused by services.  Savings calculations on costs of statutory services Case Studies Focus Groups
<b>Both enablers &amp; preventers</b>	Levels of: Confidence /Communication skills/completion of Home Office processes/ Overseas experience & qualifications/ familiarity with UK market/cultural differences		Employers' perceptions changed  Candidates economic situation improved	Savings calculations on costs of statutory services Case Studies Focus Groups
<b>Preventers</b>	Stress/trauma Common issue of JCP services not meeting needs of refugee customers Equality Act doesn't include refugees		Improved client wellbeing & independence	Publicity material including photographs Other eg Audio/video evidence