

### Times of work clubs in Rugby.

1. Beyond Recession Project – Benn Partnership Centre Work Club.  
Mondays, Thursdays and Fridays 10.00 to 1.00
2. New Bilton Community Association Work Club.  
Mondays, 10.00 to 1.00 at Christian Life Centre.  
Tuesdays, 9.30 to 12.30 at Hill Street Youth and Community Centre.
3. Newbold on Avon Work Club.  
Fridays, 1.00 to 3.00 at Newbold Methodist Church.
4. Brownsover Buddy Club – Brownsover Work Club.  
Wednesdays, 9.30 to 12.30 at Boughton Leigh Children’s Centre.  
Thursdays, 9.30 to 12.30 at Boughton Leigh Children’s Centre (term time only).
5. Overslade Job Club.  
Fridays, 9.30 to 12:30. Starting on 27 May 2016.

### Background.

- The 2011/13 SLA included the clause - develop a project programme to reflect the diverse needs of the community and issues identified in the Regeneration Strategy, specifically prioritising - financial inclusion and tackling worklessness.
- This clause was the trigger for the community associations to identify how they could tackle the issue of worklessness.
- The last community association to be set up in the regeneration strategy priority areas was Newold on Avon in 2014.
- All of the community associations in priority areas now run a job club, BPC started in 2011, NBA in 2012, BCA in 2013, Newbold in 2015 and Overslade in 2016.
- All of the community associations have attracted additional funding to sustain the job clubs.
- The establishment of the work clubs has assisted the transformation of the community associations from either resident association type organisations or centres that predominately hired rooms to other organisations, to organisations that deliver strategic services and have become experts in financial inclusion and employment support.
- The Community Associations also offer additional workshops and projects that complement the work clubs, ranging from IT support sessions, ESOL courses, cooking for healthy eating and leisure courses. All the courses are well attended.
- The attendance at job clubs fluctuates, numbers decrease between November and February due to seasonal work. The work clubs are dependent upon computers and the numbers attending is dependent on the amount of computers available. BPC has 12 computers, Brownsover has 10, New Bilton has 8, Newbold on Avon has 3 and Overslade has 4.

## Issues.

Having recently spoken to all the job club co-ordinators and visited the job clubs there were some common and recurrent themes;-

### Eastern European Economic Migrants.

- Benn Partnership Centre has identified an increase in Eastern European Economic Migrants since the beginning of 2016.
- About a quarter of those registered on the Benn Partnership Centre database are economic migrants from European countries (375).
- People coming from the EU do not have to prove that they have appropriate English skills whereas people from the commonwealth and elsewhere need to prove their English language competency.
- ESOL courses in Rugby are always oversubscribed as the demand is very high. There is a need for more ESOL courses, including, free or subsidised ESOL courses to assist people on temporary and zero hour contracts to progress.
- There is a need to attach some community development initiatives to the ESOL provision enabling the development of self-help projects and cultural and multi-cultural associations that could compliment / expand current services and lessen demand on current resources.
- Eastern European people are often highly skilled but their qualifications are not readily compatible with UK qualifications and not transferable and therefore they can be locked into low skilled work. There needs to be a table that details Eastern European qualifications and what is the UK equivalent. The Eastern European Link Worker is of the opinion that she could successfully define the transferability of Polish qualifications but this would be on a one to one basis and therefore resource heavy.
- No qualifications are needed for warehouse work and the eligibility criteria for driving jobs are the same across the EU.
- Most Eastern European people are employed through employment agencies where they do not need to present a CV as the information is determined through a conversation.
- Highly skilled EU economic migrants often but find it difficult to progress from manual / warehouse / agency work as it is not straight forward completing CRB and criminal record checks. There are Issues about the verification process and who will pay the additional costs of the checks.
- In addition to ESOL training where people achieve a competency in conversational English there is a need for opportunities to understand professional English to enable career development.

## Older People

- Economic migrants and young people come to the job clubs for a short while, the majority of people regularly attending the job clubs are over 50 with some health issues. Older people who attend job clubs are often in need of long term support compared to younger people and migrant workers.
- People in their 50s and 60s who attend job clubs are ESA claimants and long term unemployed who were previously on disability benefits and are often not capable of manual warehouse or agency work.
- People in their 50's and 60's who attend the job clubs often have additional health issues including, diabetes, arthritis, obesity, mobility and mental health issues.
- There is also little opportunity for older people attending job clubs to gain experience of the type of work that will accommodate their additional needs and there are few work experience opportunities.
- A lot of people who have recently become unemployed in their 50's are struggling as they are highly skilled but often wrongly skilled for the current labour market, with few opportunities to retrain or upgrade training and are often exempt from unskilled work as they are seen as over skilled.

## Benn.

- The Beyond Recession Project is now funded until August 2017 mainly through Cemex. Need to conduct a locality profile from Jan 17 to make a business case for continued funding.
- It has been recently agreed between BPC and RBC that BPC will deliver Universal Credit online claim support registration, there is a budget to register 415 claims over the next year.

## Overslade

- The Overslade Community Association has raised over £8,000.00 in total, mainly from Comic Relief and the WCC councillors fund which will enable the job clubs to run until the end of 2017.
- Overslade Job Club. 9.30 to 12:30. Starting on 27 May 2016

## New Bilton.

- New Bilton Community Centre at Gladstone Street has recently closed as the landlord sold the premises where they received a reduced favourable rent. Finding other suitable property proved difficult to find as it was mainly cost prohibitive and double the previous rent. The one building they found that was comparable to Gladstone Street, also an ex corner shop, failed to receive planning permission for change of use from a shop / commercial unit as WCC highways department deemed that it would cause increased traffic despite

there being a lot of evidence that the majority of community centre users arrive at the facility on foot.

- The New Bilton Community Association has made the decision that from February 2016 they will no longer have a fixed community centre base and they will deliver their community services peripatetically through a range of facilities in or close to New Bilton. Although the NBCA will pay for the hire of the facilities it is a viable solution compared to the current costs of running its own community centre.
- The two premises currently used for work clubs are the Christian Life Centre and Hill Street Youth and Community Centre. The CLC is used by local people who have mobility issues and would find it difficult to access centralised services. Since moving to Hill St the amount of people attending the job club has increased.
- It takes one person an hour to walk from the Lawford Road to Hill St because of mobility issues. The cost of a day return on the bus into town is £3.79.
- The service is currently being funded through NBCA reserves. The NBCA has been awarded funds from ESF for future provision, amounts to be confirmed in July 2016.
- Computers need updating. Have engaged with and found employment for people living in Rounds Gardens and found employment for people over 60s.

### Potential Developments

- There needs to be a strategy about future funding and future needs in preparation for mid-2017 when some of the current funding arrangements will be reviewed.
- Form better links between the job clubs and health advice and services.
- Feasibility of developing self-help groups and cultural and multi-cultural community associations. H&CD investigating a mentoring project for members of new communities.
- Identify transport opportunities to improve access to job clubs.
- Identify work experience opportunities for older people.