

## **Spelthorne Borough Council Application**

The impact of Covid-19 on the wellbeing and employment opportunities for young people in Spelthorne was devastating. The trauma and anxiety faced by young people during lockdown, coupled with exam disarray, restrictions on social interactions and rising unemployment, which is significantly higher for young people, highlighted both social and economic inequalities.

Spelthorne areas of Stanwell and Ashford North have been identified as having the most deprivation than any other borough in Surrey and the announcement of in the region of 6000 Heathrow related job losses in the borough impacted these towns disproportionately more than any other in Surrey as Heathrow are the main employers across these towns. This made an already difficult situation even worse and so we developed a targeted and comprehensive package of support to address the needs of the young people living here.



**skills & opportunities  
for ages 16 – 24**

The effect on young people from Spelthorne (figures taken during the covid lockdown)

1. 18-24-year-olds in receipt of Universal Credit in Spelthorne had risen from 288 in March 2020 to 993 in August 2021, an increase of 245%.
2. Youth unemployment stands at 10%
3. Rent arrears for 18-24-year-olds are up 20% (A2Dominion)
4. Over 40,18-24-year-olds are reporting mental health and anxiety to the main housing provider, A2Dominion
5. The local retail and hospitality sector, which traditionally employs young people, has retracted by 60% in some areas
6. Heathrow, the largest local employer and related supply chain has indicated potentially 6,000 job losses

Unemployment figures from February 2020 to October 2020 highlighted the fact that Spelthorne had a far greater percentage increase of job losses (almost 4 times the national average) compared to the other 3 areas, and further highlights the impact of having nearly 8% of our working population reliant on direct employment at Heathrow

- Spelthorne from 1.7% to 5.6% (**412% increase**)
- Surrey moved from 1.2% to 4.0% (233% increase)
- South East from 2.1% to 5.2% (148% increase)
- GB from 3.0% to 6.3% (110%)

Our Youth Hub project looked at the effect on professionals and partners supporting young people in Spelthorne and the challenges we faced.

1. **Skill shortage.** How do we help young people re-skill and retrain as certain sectors retract?
2. **Limited resources and capacity to coordinate.** How do we bring together in one place the range of opportunities, i.e. apprenticeships, Kick Start, mentoring, work experience, entry-level jobs and mentoring provided by local businesses and partners, accessible for young people and parents?
3. **Ability to maximise new opportunities** How do we specifically provide training and employment opportunities in growth sectors such as Construction, health, social care and digital when Spelthorne (specifically Stanwell ,Ashford North and parts of Sunbury) has a traditionally low-skilled and low-paid resident population and higher deprivation in comparison to the rest of Surrey?
4. The need to re-calibrate the current system and adapt our systems to respond to new challenges

In response to the pandemic, Spelthorne Borough Council applied to the DWP for grant funding to create a youth hub on behalf of its partnership of local businesses, colleges and youth organisations for funding to deliver SBYH a new Youth Hub for Spelthorne which will deliver face to face and virtual services depending on the current corona virus legislation and local need. The project has two key partnership objectives.

1. Increase the local capacity to deliver employment and wellbeing support for NEET and young people at risk of NEET, online and offline
2. Increase the accessibility to job, training and employment support opportunities for young people through the establishment and maintenance of a virtual youth hub with all the local employment and skills opportunities in one place.

Managed by the borough and launched February 2021 SYH (Spelthorne Youth Hub) employed a team with a background in working with young people. The focus of this work is targeted at young people aged 16-24 on any working age benefit but not currently on DWP-contracted provision such as WHP, NEA or IPES. Within this cohort we have an open door policy however we prioritise support for:

- 1) Young people who are single parents
- 2) Young people facing housing or SEND needs
- 3) Young people with additional needs such as communication/listening
- 4) Young people from the Stanwell, Ashford North and Sunbury priority areas.
- 5) Young people who are level 1 learners
- 6) Care Leavers / looked after children
- 7) Young Carers

The Youth Hub is located within the main shopping centre in Staines Upon Thames next to the bus depot as well as targeted projects delivered across the borough including at Ashford Youth Centre and Brooklands College and Spelthorne Business Hub.

Over the 12 months period of this funding we committed to support 189 young people into employment, training or education.

The package of support is tailored to each person's needs and is set out in a mutually agreed individual action plan (IAP), focusing on helping the beneficiary access employment, training or education.

The five broad categories of support offered include: -

1. Universal access and partner referral to the virtual hub, enquiries triaged by the project team.
2. For those with limited need, brief interventions, including up to four employment support sessions delivered by the **Work and Learning Coordinator, Brief Interventions Specialists** and working in partnerships with local employers.
3. For those with greater barriers to progression, ongoing 121 employment support up to 12 weeks, including wellbeing assessment and support/signposting on issues such as housing, childcare, money management **Work and Learning Coordinator, Complex Needs Specialist**
4. Academic Support providing Numeracy, Literacy and IT support
5. Life skills and wellbeing support. This will include 12- 2 hour group sessions focusing on Resilience, Creative Thinking, Mind, Body and Wellness.
- 6.

<b>Themes</b>	<b>Outcomes</b>
<b>Resilience</b>	<ul style="list-style-type: none"> <li>✓ Beneficiaries recognise the significance of personal resilience and having a positive view of work and life</li> <li>✓ Adjust their approach to become more optimistic; subdue negative thinking to help ensure personal success</li> <li>✓ Apply tools to successfully build their personal motivation and resilience</li> </ul>

Creative Thinking	<ul style="list-style-type: none"> <li>✓ Beneficiaries can apply problem-solving steps and tools</li> <li>✓ Utilise those situations where they are at their most creative</li> <li>✓ Identify and overcome barriers to creativity and unlock their creative potential</li> </ul>
Mind, Body and Wellness	<ul style="list-style-type: none"> <li>✓ Beneficiaries can utilise straightforward techniques for improving their mental and physical wellbeing</li> <li>✓ Adjust their approach and think logically and positively about issues</li> <li>✓ Centring on wellness is advantageous for both the individual, friends and family</li> </ul>

By the end of the first 12 months of the project (November 2022) we have committed to achieve the following minimum outcomes for young people: -

1. Number of young people supported: **189**
2. Number of young people into work or apprenticeships: **50**
3. Number of young people into training: **25**
4. Number of young people into education: **25**
5. Number of young people getting work experience: **25**
6. Number of traineeships: **4**
7. Wellbeing workshops completed: **60**
8. **25** live opportunities for young people at any one time published on the hub
9. **80-100** new work experience, Kickstart or virtual work placement opportunities by the end of the project

❖ ***We also create opportunities for work experience and volunteering / enhancement***

The project is now in month 11 and we have had a fantastic response to the hub.

We have held several Skills & Careers Fairs over the summer holiday period to help young people to decide on next steps in their education and career paths .

### **Built Environment Targeted Activity**

We have partnered with Berkeley Homes who are one of the main developers within the borough responsible for a major new housing development within Staines Upon Thames.

Berkeley Homes have worked with the Youth hub to help young people to understand careers within the construction industry and the routes to employment.

Activities this summer have included.

- Stands at several Skills & Careers Fairs showcasing careers / apprenticeships within the Construction industry.
- Visiting Ashford Youth Club to deliver targeted information evening for young people looking for career guidance within construction & Property sector
- Targeted messaging and activities to encourage more girls into the industry with female experts attending to discuss careers with girls.
- Dedicated Construction & Property employment day with several industry contractors setting up equipment for an interactive day.
- Apprenticeship Levy gifting scheme to take spare Levy from large corporate employers and gift to small businesses within the Construction & Property sector to encourage more take up of apprenticeship jobs within the SME businesses who may not otherwise be able to afford an apprentice and support young people from deprived families into careers which allow them to earn while studying.

This work is planned to continue throughout 2023 with the plans to expand the education and skills workshops to the older age residents who have been made redundant and are looking to retrain into new careers within construction.

 Spelthorne Youth Hub  
Published by ContentStudio · September 6 ·

Spelthorne Skills and Careers Fair 🎉  
Wednesday 14th September 🎉  
at Staines Community Hub 🎉

Join over 30 different employers as well as the National Careers Service, Apprenticeship Advisors and Career and Skills Advisors at Staines Community Hub, on Wednesday 14th September from 10am until 2pm.

With p... See more

## SPELTHORNE SKILLS & CAREERS FAIR

Wednesday 14th September  
at Staines Community Hub

10am - 2pm

Your New Career, Starts Here!



Over 30 Employers  
Spanning 20 Industries  
Practical Demonstrations  
Skills Workshops

Department for Work & Pensions

SPELTHORNE  
Borough Council

## MEET THE EMPLOYER



## WEDNESDAY 3RD AUGUST

@ Spelthorne Youth Hub, Staines Community Hub

### OVER 15 CONFIRMED EMPLOYERS

#### FROM CONSTRUCTION & MOTOR INDUSTRIES

- Groundwork
- Plumbing & Electrical
- Scaffolding
- Machinery
- Security
- Mechanics
- Site Management
- Facilities Management



 Spelthorne Youth Hub  
Published by Hanna Morris-Jones · August 3 ·

Todays Construction Industry & Motor Trade Jobs Day taking shape 😊

Come down and joint us between 10am and 2pm TODAY!



 Spelthorne Youth Hub  
Published by ContentStudio · August 3 ·

Construction Industry & Motor Trade Job Fair: TODAY

Fancy a Career in Construction or The Motor Trade?

Meet The Employer!

10am - 2pm - Open To All Ages

at Spelthorne Youth Hub, Staines Community Hub (the old Decathlon Store), Elmsleigh Centre, Staines.

Come Down & Meet The Team!

## Construction Industry Scheme & Motor Trade Jobs Day Meet The Employer

MEET THE TEAM & LEARN MORE ABOUT  
JOBS IN CONSTRUCTION & THE MOTOR TRADE

!!! TODAY !!!

10am - 2pm

Event Open To All Ages

