



**Free help and  
support for people  
on their journey  
into employment**



**“A full-time paid job...  
I couldn't be happier.”**



# **Routes to Success**

**Celebrating our first 3 years  
& introducing Phase 2 - starts March 2019**



## About Routes

Phase 1: 2016 to 2019  
Phase 2: starts March 2019

Routes is a collaborative, multi-partner project, led by Community Works, to help people on their journey into employment by providing intensive placements, local learning opportunities and employability focussed information and advice.

It is a Building Better Opportunities project funded by the Big Lottery Fund and European Social Fund that runs within the Coast to Capital Local Enterprise Partnership areas of Brighton & Hove and West Sussex.

With the start of Phase 2, the partners will have secured £824,600 of funding to support their communities and provide employability services for the most disadvantaged.

Routes supports people who want to work but face barriers and find it hard to get a job and enjoy the benefits that employment brings.

We offer practical help to deal with the problems that hold people back from work, including covering the costs of childcare and subsidised travel whilst accessing our service.

In Phase 1 we helped 171 people improve their work readiness.

### The Routes partnership

Community support delivered by :

- The Hangleton and Knoll Project
- BHT Whitehawk Inn
- Workers' Educational Association
- The Bridge Community Education Centre

3 new models of community support proven successful in helping those furthest from the workplace

New services available in multiple areas of Brighton & Hove and the West Sussex coastal strip of Worthing, Littlehampton, Bognor and Chichester

Strong partnership working

Effectively led and managed

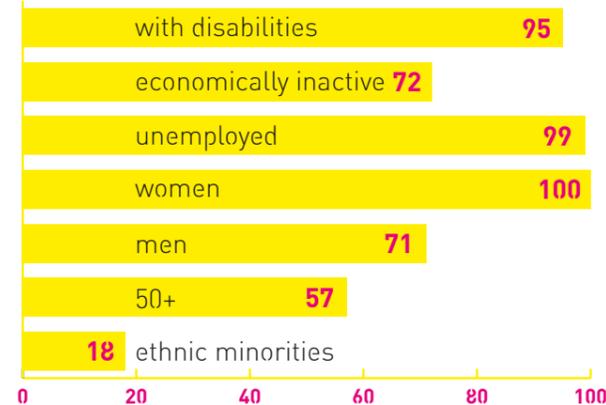
Project targets met and exceeded within timescales

"The conduct and performance of your grant is exemplary and I would like to congratulate you and everybody in the partnership on this".

Building Better Opportunities Funding Officer

## Routes participants

171 participants by population sector:



Within 4 weeks of leaving Routes:

20% had moved into education or training  
[ 40% over target ]

14% had moved into employment  
or self employment [ 26% over target ]

Six months after Routes Denise is running a social enterprise and intends to apply to UNLtd for an award.

"Securing a part-time job was the springboard for me"

"I have never had anything like this before. Almost certainly I wouldn't have got the job without the help I got from the Routes project."

"We have other provision available but the coaches have seen how Routes can offer a softer approach centred on the customer and helping them to celebrate their achievements and recognise their worth."

Job Centre Coach

171 participants have been able to:

identify and address barriers to employment

engage in learning, training or a work placement

increase their well-being including resilience and mental health

raise their confidence

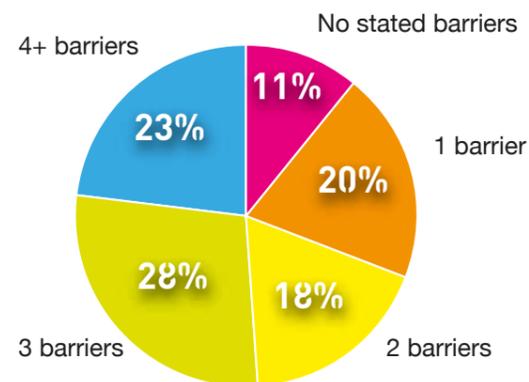
boost their work-readiness

### Barriers to employment

more than two thirds of participants had 2 or more barriers to employment.

more than half had three or more barriers to employment.

mental health issues affected many participants, either formally recorded as a disability, or undisclosed and unrecorded as a barrier.



Barriers to employment include: disability, aged 50+, lone parent, living in a jobless household, homeless, lacking basic skills.

"Our results show that with the right kind of support people can move closer to the job market (for example doing the first job application in years, securing the first job interview in years) and even get a job."

Routes Coordinator

## Success stories

Following some voluntary work, a course in garden design led to Isobel winning first prize at an agricultural show. She has now secured a part-time job looking after the large garden of a nursing home.

Paul has completed a dog training course and is looking into setting up his own business.

David faced redundancy when his employer relocated. With Routes he has been able to renew his Fork Lift Truck Driver licence, brush up his IT skills and secure a job. After only 11 months, his employers have singled him out for an award.

Following his Routes internship, Liam has gained some accountancy qualifications and is working for a national charity. He's going to continue studying and his goal is a full-time job.

## What we learned

Routes boosts the confidence, skills and employability of those furthest from the labour market.

Our community-based approach is a successful platform for tackling local unemployment.

Our complementary models of flexible support show that personalisation is the key to individual success and the most helpful for those with mental health issues.

Linking to local Job Centres, organisations, networks and activities provides added value.

Hidden successes – participants continue to find paid or voluntary work outside the timescales of the Routes programme.

For our formal evaluation of Phase 1, including detailed case studies, go to: [www.bhcommunityworks.org.uk/routes](http://www.bhcommunityworks.org.uk/routes)

## What Routes offers

Working in the coastal areas of Brighton & Hove, Worthing, Littlehampton, Chichester and Bognor, Routes offers:

### Getting to know and understand participants' needs

- Free employability and education service with 1:1 support
- Friendly info and advice to unlock potential
- Journey guide based on goals and interests

### A personalised package of practical support

- Individual needs recognised
- Confidence building provided
- Financial help with employment-related costs

### Employability development

- CVs, job applications, interviews
- Training, qualifications
- Work experience opportunities
- Volunteering

### Finding work

- Connecting to job opportunities
- Business start-up support

“the help, support, kindness and knowing someone out there was on your side made a real difference”

“The internship did a lot for my confidence having been out of work for a long time. It is not just about developing skills but social interaction and re-acclimatising to work. It gave me confidence to work with others.”

Routes participant



Routes Phase 2: starts March 2019

### Eligibility

- 18 or over and legally resident in the UK
- Have the right to work in the UK
- Unemployed or economically inactive

## Get in touch

[www.bhcommunityworks.org.uk/routes](http://www.bhcommunityworks.org.uk/routes)

If you want help to get into employment, or you would like to refer someone for support

email: [routes@bhcommunityworks.org.uk](mailto:routes@bhcommunityworks.org.uk)

phone: 01273 234024 or 07921466035

or contact our partners directly:



### The Hangleton & Knoll Project

01273 410858 [routes@hkproject.org.uk](mailto:routes@hkproject.org.uk)



### BHT Whitehawk Inn

01273 682222 [routes@bht.org.uk](mailto:routes@bht.org.uk)



### WEA

01273 945869 [routes@wea.org.uk](mailto:routes@wea.org.uk)