

# Luton and IEP Partnership Programme for Employability Professionals

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# Luton Investment Framework

**Opportunity**  
**Aspiration**  
**Prosperity**

**The Luton Investment Framework**  
Securing more than £1.5 billion for the future of Luton



## The Employment Support Integration Project starting point was.....

60+ employment support projects

20+ providers

4 key commissioners  
(DWP, LBC, LLAL, CCG)

Gaps and duplication in provision

Fragmented commissioning

No consistency of operating models

No shared understanding or definition of need

No overall view of all provision

Market dysfunction

No effective measure of outcomes or impact

Inefficiency and waste

No clear pathways into employment support

Fragmented and confused relationship with employers

Poor links to skills and growth agenda

Lack of choice and control for citizens

**Luton**



LUTON ACCESS

People who are disengaged from the Labour Market  
NEETs  
Socially excluded  
Economically inactive

People who are looking for work (or required to)  
JSA/UC unemployed \*  
ESA/UC WRAG \*  
Other active jobseekers

People who are in low-paid/precarious employment

Pre-Employment Support  
Moving people from not wanting to work or thinking they can't to believing it is possible  
Motivational support  
Behavioural Change  
Challenging social/cultural norms

Employment Support  
Providing active support to place in a job  
Interface with employer  
Knowledge of the labour market  
Knowledge of support systems and ability to connect clients effectively

In Work Support  
Client facing support  
Employer facing support  
Progression in work

Dealing with 'extrinsic' barriers  
Drugs/Alcohol  
Offending History  
Housing  
Debt  
Childcare  
Domestic Violence

Training and Skills  
ESOL  
Basic Skills  
Functional IT  
NVQ  
Apprenticeships  
Higher level education

EMPLOYERS

Health Support  
managing health conditions in relation to the work place and the world of work

\* May be by definition jobseekers but emotionally/behaviourally are in the 'disengaged' category






Employment Plus UK

## Welcome to the Level 3 Award


Employability Services Sector



Employment Plus UK




Putting ability first



Institute of  
Employability  
Professionals

### Disability Confident



Are you a disability confident employer?

#### Why be Disability Confident?

- 30%** The employment gap between disabled and non-disabled people is over 30%.
- £212bn** The Purple Pound is worth £212 billion.
- 42%** 42% of disabled people said the attitude of employers was the biggest barrier to work (2013 survey).
- One third** More than one third of disabled people who are not employed would like to work.



## Developing Employability Professionals A Local Partnership Programme



### What is it?

This is a pilot programme working with several partner organisations across Luton that are committed to helping Luton residents improve their lives, find a job and stay in work.

The programme has been designed by the Institute of Employability Professionals (the membership body that supports the people who support others gain work, progress in work and

retain work).

Over twelve months of the programme, 50 participants will receive membership of the Institute which brings access to a wealth of on-line and other resources, have opportunities to attend networking sessions and webinars, could undertake a Level 3 Award in Employability Services Sector, take part in a Mental Health Live workshop and learn more about Disability Confident from Disability Ambassadors.

34 people on the programme

14 people were employed by Luton BC.

20 came from partners including Jobcentre Plus, Luton Rights, Princes Trust, CGL (Resolution), CYCD, Shaw Trust, DRC Beds, MIND-BLMK, ELFT

Motivational Interviewing	10 attendees
Disability Awareness	17 attendees
Universal Credit	25 attendees
Mental Health Aware	12 attendees
ESS L3 Awards	13 learners achieved the qualification