

Good Practice Case Studies

Five case studies complement the 3DsLondon research findings. The case studies draw attention to aspects of good practice that have been uncovered in the course of the 3DsLondon research through survey, interview and focus group analyses and have been summarised in a model of critical success factors. An important research finding is the need for more sustained employer engagement with projects in order to help members of disadvantaged groups present themselves and their skills and abilities to employers and thus gain the opportunity to compete on more equal terms with other applicants for jobs. Projects that have developed innovative ways of working with employers have therefore been included in this selection of case studies.

The case studies describe projects that work successfully with a particular disadvantaged target group or groups and with potential employers. The case study projects between them draw participants from each of the different London LSC sub-regions. All are innovative examples of good practice that other providers will find useful to reflect upon and to adapt to their own circumstances. The aspect of good practice highlighted by the research is mentioned in the brief summary below. The good practice aspect underlined in all five case studies is establishing good relationships with potential employers.

BEARS Youth Challenge is offered by Brent Educational Art Recreational Services offers a variety of projects (including the Multi-Skills Partnership, ESF Learnnet and E2E) to young people from an area of multiple deprivation, a large housing estate in Stonebridge West London. The young participants are able to progress according to their age group and according to their educational needs and achievements. The project is featured for its good practice in outreach combined with giving guidance and advice.

Building London Creating Futures (BLCF) is a project that recruits Londoners from a range of disadvantaged target groups and matches them with employment and training opportunities in the construction industry. This project is a good practice example of an innovative and successful partnership between employers in the construction sector working with local government and with colleges. Building London Creating Futures has been operating for several years; it started as an EU Equal Project and has since attracted both other funding and additional employer partners. Employers are moving gradually towards mainstreaming the initiative as part of their normal business practices.

The *Mencap Pathway Project* in Sutton and Merton, South London, assists people with learning disabilities access employment. The Pathways initiative is in fact a range of connected projects to suit the varying needs of participants. 'Job carving' has been developed as an innovative approach that enables the project to match the needs of employers with the particular capabilities of each project participant. The provider has successfully engaged employers from the public and private sectors. It is a good practice example

for innovative 'job carving' and for the developmental relationship between clients, provider and employers.

Praxis is based in East London. Its "Preparation Course for Supervised Practice Programme" prepares its participants from refugee and BAME groups for work in the health and social care sectors, in close collaboration with employers. It is a sector specific project, which is innovative by bringing together a skills audit of the target group with an audit of the skills needs in the sector. It is thus a good practice example of the way in which general and job specific employability skills are integrated and combined with opportunities for further vocational training.

The *Tamil Refugee Training and Employment Centre (TR TEC)* is offering a project called "Skills for the Disadvantaged" that recruits specifically from the Tamil BAME community and aims particularly to include women from that community. The project focuses on helping members of the target group with their language and employability skills, especially IT skills, which are necessary in the London and UK labour market. The provider organisation has set up successful partnerships with employers, most of whom are also from within the Tamil community. The case study is a good practice example of how the gender dimension is recognised and addressed separately within the needs of a particular target group.

Each case study tells a story based on interviews with key players: project participants, providers, employers and other stakeholders.