

Pathways to Employment

Enabling recovery and change

St Mungo's 
Opening doors for London's homeless

Pathways to Employment

Helping our clients back into work has always been one of St Mungo's main goals. Over the years we've built the largest programme of work and learning services for homeless people in Europe, and we help on average 125 people into work every year. But we want to do more.

This year we will take this pledge one step further. We have already begun work to make our hostels **places of change**, as part of the Communities and Local Government's Hostels Capital Improvement Programme. But it is the activities and training that take place within them that will help our clients to recover and change their lives for good.

Pathways to Employment is an ambitious and intensive new programme. It will prepare residents on site in five pilot projects for work and learning, whatever stage of recovery they are at.

Benefits of the programme

Pathways to Employment is a huge commitment to make, and one which we hope will mean vastly increased opportunities for our clients to move on from homelessness.

We hope that Pathways to Employment's strong focus on activities will change the culture of worklessness amongst our client base – currently only 4% of our clients work.

By providing new on site, in depth work and learning services in newly refurbished hostels, more activities will be more accessible to more people.

We hope that 18 months into the programme:

- 50% of residents will have clear vocational direction and aspiration
- 30% of residents will be actively looking for work
- 10% of residents will be in paid employment.

The pathway explained

Stage one:

Every resident at the pilot projects will have an occupational health check, carried out by their keyworker, within three weeks of arrival at a hostel. The health check will look at the skills the client already has, their aspirations and the steps they need to take to become ready for work.



Every client will have their own Pathways to Employment plan, created and agreed on by themselves and their keyworker.

We hope that all clients who have had an occupational health check will enrol in an activity programme to help prepare them for employment.

Stage two:

Once the plan has been produced, the client will be referred to an on site vocational guidance and coaching specialist. Clients and their vocational guidance specialist will work through the plan together, to work out how he/she is going to achieve their aspirations.

The client's journey to employment – or whatever their goal – will be broken down into achievable pieces, and will be supported throughout by the vocational guidance and coaching specialist. This support will be provided in addition to that of the keyworker.



The activity programme:

After their occupational health check, clients will enrol in an activity programme to help prepare them for employment. The activity programme will:

- Offer something for clients to get involved in every day, Monday to Friday
- Have at least one module in the arts
- Include community involvement (eg, volunteering, gardening activity)
- Include informal learning, such as a creative writing group
- Offer recreational activities at least two evenings per week, and each day at the weekend.



The Learning Power Award:

The Learning Power Award helps clients explore their approach to themselves and others. It focuses on life skills and personal development and is accredited at entry level and full Level One NVQ.

All the pilot hostels will eventually offer the Learning Power Award, in partnership with local colleges who will provide support, training and quality assurance.

Basic and key skills training

As well as the activity programme, basic and key skills training will be provided on site in hostels. Basic skills training will include training in numeracy and literacy.

Key skills training will cover IT courses such as the European Computer Driving Licence (ECDL), certified training in food hygiene and first aid, as well as other specific skills many employers require.



Just 4% of our hostel residents are in employment, and yet we know that 97% want to work. We hope that Pathways to Employment will turn those aspirations into reality.
Charles Fraser, Chief Executive



Job search

A job coach will be based in the hostels to help clients find jobs when ready for employment. Job clubs will also be run to provide on-site support.

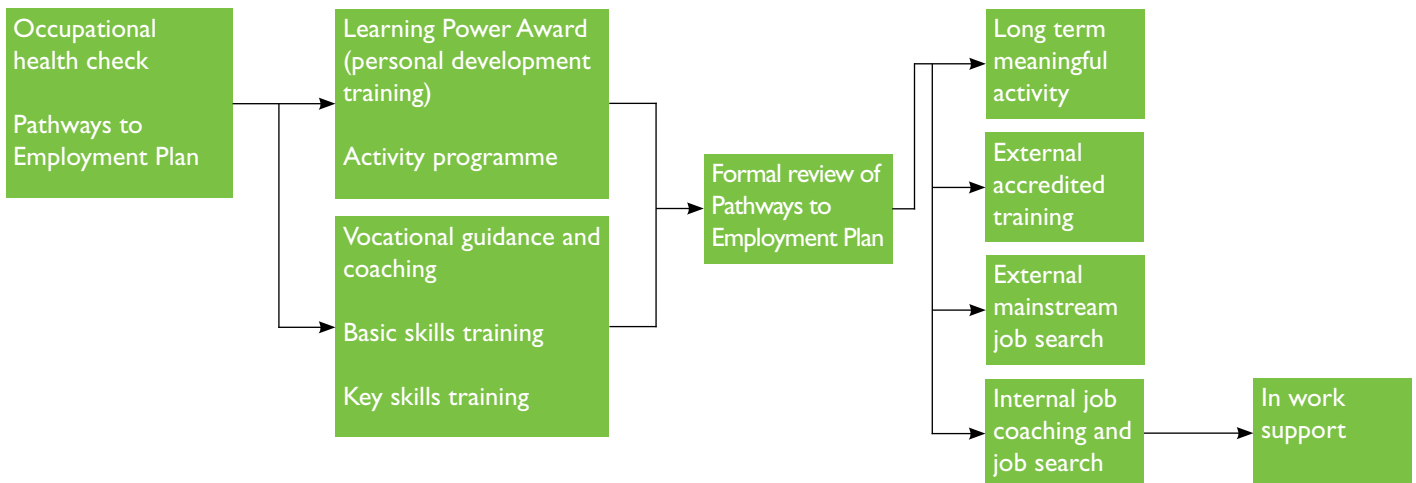
Funding and rollout

Pathways to Employment will be funded by St Mungo's fundraising money, donated kindly by individual and corporate supporters from across London and the UK.

Pathways to Employment at St Mungo's will initially be piloted at two of our hostels - at Cedars Road and Cromwell Road. It will then roll out to three other newly refurbished hostels.

We are in the process of recruiting an evaluator to help assess the progress of the programme, and to plan its development, over the next year.

Pathways map



If you would like to find out more about our Pathways to Employment programme, or are interested in arranging a visit to one of our hostels taking part in the programme, please contact Rod Cullen, Group Manager - Work & Learning Services on 020 8762 5648 or at rod@mungos.org



We are London's largest charity for homeless people. We provide over 100 accommodation and support services day in and day out.

We run emergency services – including street outreach and emergency shelter. We support homeless people in their recovery – opening the door to safe housing, health care and work. We help more homeless people into lasting new homes, training and employment than any other charity.

We also prevent homelessness through our complex needs housing and support teams for people at real risk.

By opening our doors, and our support services, we enable 1000s of homeless and vulnerable people to change their lives for good every year.

For more information contact:
St Mungo's, Griffin House, 161 Hammersmith Road,
London W6 8BS

Tel: 020 8600 3000 Fax: 020 8762 5501

www.mungos.org

Charity exempt from registration
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