

Brighton & Hove MESH Multicultural Employability Support Hub

**MESH
Evaluation**
Oct 2022

Methodology: To support the evaluation, TDC: reviewed data, captured learning from the TDC team, interviewed members, developed case studies in members' first language and gathered feedback from DWP work coaches and managers.

MESH supports people from ethnically diverse backgrounds to progress towards and into employment.

TDC puts communities in the lead - empowering people who experience disadvantage and exclusion to tackle inequality together.

MESH is exceeding targets and is highly effective at moving people closer to the job market and securing them paid employment – providing life changing impact for its members.



Funded by the Department of Work and Pensions
Supported by Brighton and Hove City Council

MESH Pathway

Referrals

DWP, Outreach and Partners.

Support

Job Clubs

Learn Around the World - weekly Job Club
Employability support
Embedded ESOL
Peer support
Workshops
IT access
Connecting people

Outreach Job Clubs

Brighton Multi-cultural
Women's Bike Club
Bangladeshi Women's ESOL
& employability
Sudanese Group ESOL
& functional skills
Cook Around the World

Dynamic spaces where people come together to connect and learn



Employability Support

One to one
Volunteering and work experience
Connecting communities
Translation & interpreting
Access to small grant funding

Bespoke, agile, tailored support



Training

ESOL
Life skills
Financial education
Digital inclusion
Employment related training

Supported access to employability training

Employment

Moving closer to the job market
and securing paid employment.

Demand for MESH is rising and MESH continues to exceed targets

Full year

22 volunteering / work experience

50 accessing paid employment
full year target 12

294

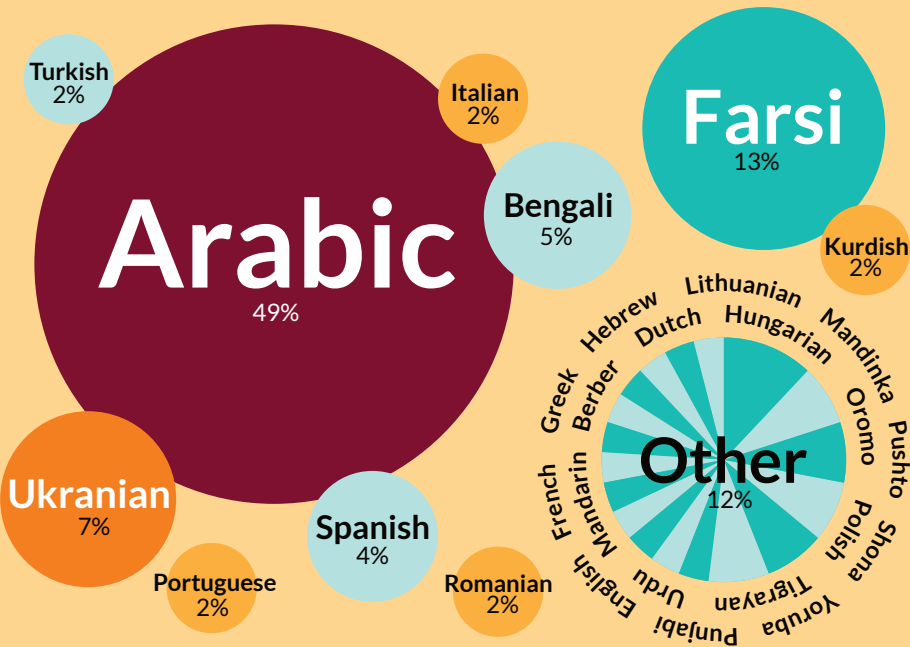
people
supported
by MESH
full year
target 200

115 training ESOL

184 training lifeskills

114 training financial/digital

Working with 28 First Languages



Demographics

Category	Percentage
Men	33%
Women	67%
Over 50 yrs	16%
35-49 yrs	54%
25-35 yrs	24%
18-24 yrs	6%

50 people have secured employment,
in a range of full-time and part-time jobs,
including:

Food Delivery jobs
- with Uber Eats &
Deliveroo - many
people have taken
their first step into
work this way

Security Guard
- local hotel

Social Prescribing
Engagement Worker

Peer Educator

Exam Invigilator
- secondary school

Shop Assistant
- Off License

Shop Assistant
- local shop

Itsu staff member

Catering Assistant
- secondary school

Hotel work

Restaurant Stock
Controller

Stock checker
- Palace Pier

Kitchen Assistant in
a restaurant

Craftsperson with a
handmade lampshade
specialists

MESH Outcomes



MESH Journeys

Wasim was referred on 13th Jan - his DWP work coach was Helen

A refugee from the Sudan, Wasim felt "lost", helpless and unsure where to go to find help or what to do next.

MESH Interventions

Pre-entry ESOL moving to level 1

DBS certificate

Funding for Security Industry Authority license

Funding for Arabic security course

Second-hand bike

Learn Around the World Job Club

Connected with Sudanese community

Supported with GP access

Deliveroo Driver - February
Hotel Security Guard - April

Omari self-referred in Feb and informed his DWP Work Coach that he was part of MESH

Omari arrived in the UK with his wife and 4 children as a refugee from Sudan, where he had been an IT teacher.

MESH Interventions

Learn Around the World Job Club

Supported to access temporary accommodation

Omari's wife joined TDC's Finding Your Way course

Liaising with Sudan embassy to secure DBS certificate

Uber Eats delivery driver - March
Exam Invigilator - April
Social Prescribing Engagement Worker - May

MESH Journeys

Emir was referred by Henrietta, DWP Work Coach on 6th Jan 2022

A refugee from Syria, Emir wanted to find work, secure permanent housing and be reunited with his wife.

MESH Interventions

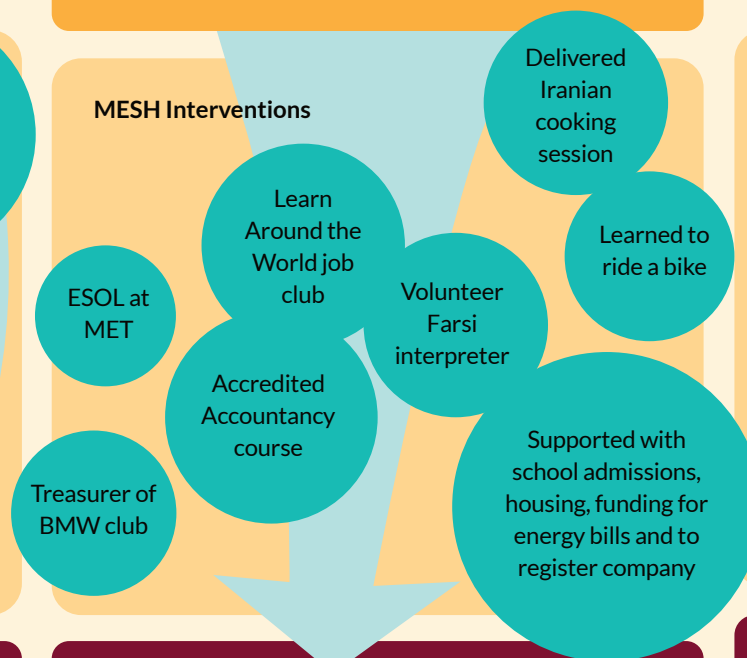


Part-time Shop Assistant - January

Maryam was referred in Oct 2021 – her DWP work coach was Nicholas

Maryam is a refugee from Iran who has been living in Brighton with her husband and teenage son for 6 months.

MESH Interventions

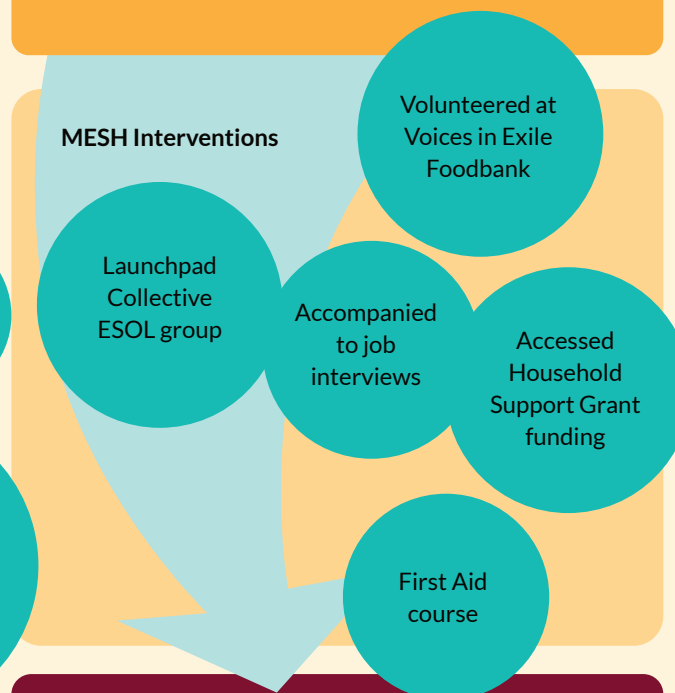


Peer Educator – June

Kamal was referred by Farah, DWP Work Coach in March

Kamal is a refugee from Sudan, he is single and is living with a disability.

MESH Interventions



Stock Taker on the Palace Pier – April
Kitchen Assistant with Higgedy Pies - June

DWP Work Coach feedback

I think offering support in Arabic language is brilliant.

"MESH raised confidence and knowledge about the opportunities."

"You are doing excellent work to break down barriers and support customers who are maybe anxious and have difficulties to overcome. This provision is much needed in the city and encompasses all aspects of available assistance and helps move individuals in to training, voluntary work and ultimately paid employment."

MESH was able to motivate customers who thought they would not find a job.



MESH is brilliant and very helpful program.

"A lone parent with complex issues was referred to MESH as she wanted to go on an ESOL course and wanted help in seeking employment. Since her referral the customer has stated how much she is enjoying working with MESH and how it is helping her confidence. She has nothing but praise for Cicely, is really enjoying the sessions and is hoping to secure paid employment soon."



"The first customer whom I referred to the MESH project was from Syria and he had not talked in English at all. After I referred to the MESH project, Yassin talked to him and enrolled onto an ESOL course. On the second week of the MESH programme, my customer started to work in a shop where Yassin arranged a job interview. When I met with my customer after he started his job, he was visibly more confident and smiled. It was great to see the immediate impact on his life." - Please see Emir's case study.

"The MESH project can overcome any difficulties that our customers present that makes this support brilliant, tailored and over any expectation."

"Client could hardly find words what could describe their gratitude for MESH support."

I would say the MESH project provided excellent support for the most vulnerable customers.

"Some of the barriers I have seen are language, cultural differences, lack of UK job/volunteer experiences, health related issues, social isolation."

Three customers just found a job through MESH.



Key Success Factors

Working relationships with DWP and work coaches

Strong partnership working
Monthly Performance Review Meetings

Long established connectedness to communities

Trusted relationships
Embedded in communities
Engagement Workers with lived experience

TDC's asset-based approach

Community development empowers and engages
Builds on individual's strengths
Increases communities' assets

Job Club Model

Group work model of employment support
Peer support
Outreach Job Clubs
Trusted communities and familiar venues

Embedded ESOL learning

Successful way of improving English Language skills



Person centered

Dynamic and proactive
Responsive to individual needs
Individual action plans
Bespoke workshops
Language support
Culturally sensitive

Holistic ongoing support

Integrated with other TDC projects
Boosts health and wellbeing
Effective partnerships support onward referrals

Trusted relations with employers

Creating pathways into job trials and paid employment
Opening opportunities

Fresh Insight

Lack of timely accessible ESOL support

Lack of accessible, flexible and affordable childcare

People need ongoing support

Training courses with embedded ESOL are needed

Increasing demand and referrals

People face multiple barriers to employment

Self-employment is attractive

People are looking for school hour jobs

MESH model widely applicable to other communities



TDC Charity No: 1106623 Company No: 3939332
info@trustdevcom.org.uk www.trustdevcom.org.uk