

FUTURE-PROOFING ADULT LEARNING IN CITIES



BRISTOL, United Kingdom

Move In, Move On, Move UP (MIMOMU) Programme

Key facts

Delivered by frontline workers across the city.

Timeframe and funding	The programme runs from August 2020 to March 2022 and is funded in part by the national Department of Work and Pensions and in part by the Bristol City Council.
City and county population	463,400
Governing body	Bristol City Council
Link	Community Learning Bristol

Main objectives

The key objectives of the programme are:

- To produce a service offer that addresses the employment needs of the homeless community in the city and enables this group to grow their talents, overcome barriers and progress towards work. The programme seeks to engage with a minimum of 70 claimants to enhance their skills, abilities and knowledge of the labour market, the variety of roles and job opportunities on offer.
- To broaden the pipeline of new and diverse talent to fill vacancies across the City of Bristol, by encompassing the homeless community and engaging with employers to identify innovative new ways of matching their jobs to those deprived communities.

Content and mode of delivery



The programme is designed specifically to reach out to the homeless community to help them progress towards work, increasing their skills and knowledge, and building resilience. Support is delivered through a personalised service. Providing homeless individuals with the means to upskill with new experiences and qualifications, take part in job fairs and pop up events across the city, build better relationships and networks, including peer support, develop effective communication skills, enhance their ability to manage their own thinking in a more constructive way, and participate in geographic sector-based work academies within the homeless community.

The core service is delivered face to face by dedicated front line workers offering language support, employability support, job coaching and wraparound support e.g. debt service, health service, tenancy, welfare rights and housing.

Stakeholders



The programme is delivered in cooperation with a wide variety of stakeholders including:

- Various Bristol City Council Teams (e.g. Community Learning Team, the Employment Support Team and the Housing Options and Tenancy Support Teams) and
- A range of local voluntary and community sector organisations that are providing wraparound support to the project (e.g. The Salvation Army, Golden Key, St Mungo's Assertive Contact and Engagement Service, Homeless Health Service, Bristol Drugs Project and Bristol ROADS (Recovery Orientated Alcohol and Drugs Service)).

Key challenges, success factors & transferability



According to city-level practitioners, the main challenge with regard to the implementation of the programme has been to build trust with the learners, who are people facing the greatest risks and challenges due to being homeless and due to their multiple and complex needs. In addition, the COVID-19 pandemic has significantly reduced the possibility for face-to-face engagement, which is an otherwise key part of the programme. Lastly, it is very resource intensive with a high unit cost, as each learner requires a high level of support and input.

Three elements have been pointed out as success factors that could be transferrable to other places and locations:

- Partnerships and a good multi-agency model to get everyone involved has been critical to the success of the programme;
- Engagement of supportive and inclusive employers;
- Employment of dedicated skilled and experienced front-line workers that adopt a flexible and supportive approach.

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