

Anchor Network Learning Event

Anchors and their role in employment

Introduction - Ian Davidson & Ed Garratt

There are opportunities to share learning on initiatives that will make a real difference to peoples lives

About learning and collaboration

There is a real sense of a movement building

Key Point -Anchor organisations have the power to make a significant difference to communities through their day to day practices

Leeds Anchor Network Journey - Peter Slee & Eve Roodhouse

13 Anchor institutions within their network, employ 58,000 people

Target spending in the poorest communities. Targeted place-based approaches

Their aim is to improve outcomes for the community, and those who may be poorer and vulnerable

Demonstrates the power of partnerships through the Anchors Network

Encouraging providers and partners to be good employers and recruit locally

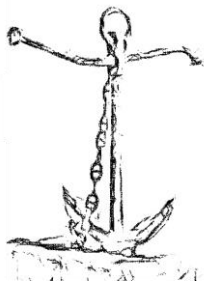
Started with 8 organisations to form the anchor, the 2nd stage was to work on joint projects, the 3rd stage is to align with the local community & to work with community leaders

Can we make stronger links with the net zero agenda?

Developed 350+ projects, one example being to help build a local community centre which now employs 14 people who were previously unemployed

Looking for commitment from leadership and ensuring they represent the organisations involved in the Anchor network

Another example of a worked project is Lincoln Green - led to a employment support programme, securing 50 NHS jobs.



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**Anchor Charter with a focus on employment practices -
Susannah Howard, Rachel Sestak & Pam Green**

They aim to harness collective impact as through Anchor Networks as employers, purchasers, land owners & partners and influencers

What can we achieve together working as a system?

Work with the VCS as a partner to help break down barriers

Leadership and embracing the agenda is key

How can we think differently?

Harnessing our collective learning and sharing progress

Rather than reinvent create one effect programme

Working in partnerships enables them to achieve more

Projects include:
Sector Work Academy Programme, Work Experience Courses, Window to our Future Workforce

Flip the narrative - Focus on what are the assets that we have, rather than focusing on negatives

VCSE is one of the biggest employers in SNEE 14,000 employees

Creation of the Health and Care Academy Model created strong partnerships

Workforce Dashboard & Anchor Metrics - Preeti Sud & Kevin Garrod

Intervening intentionally - identify gaps people and place

Reducing health inequalities through equity

Working towards the Anchor Ambition to increase employment amongst specific disadvantaged groups

We have so many opportunities in our own workforce to influence the health of our communities

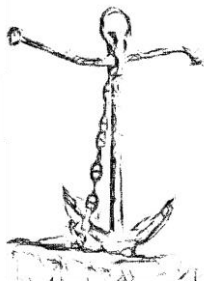
Employability is a focus of MSE's Anchor Programme

Not just about wholesale change some of the work is about nudge

Data has helped us to think differently about our response to staff & their family's inequalities

Using local staff to champion initiatives in the local community

Data enables us to target initiatives at specific staff groups



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Future Proofing Youth Recruitment - Kate Carr

Protecting jobs, inspiring talent, removing barriers and ensuring progression pathways

People without degrees hit hardest

The employment of young people is disproportionately influenced by changes in the economy

"Now is the time we need to turn up the volume on inclusion and social mobility

Youth unemployment 13.2% compared to 4.7% for whole population

Anchors to work with schools and employability partners

Importance of digital inclusion

Virtual work experience

Issue of Essex being seen as a 'lower skilled' county but actually have great transferable skills

Remove jargon, unnecessary qualifications criteria and embed essential skills and attitudes

Progression - good work and healthy work places, apprenticeships, and essential skill development

Entry to Work - Danielle Foster

Not limited to young people, also available to career changers

210 placements all together, likely to achieve more

Importance of providing additional support and training to upskill colleagues

Make it clear to hiring managers what's in it for them. Be clear on the benefits

Diversity of the workforce - more effective and profitable

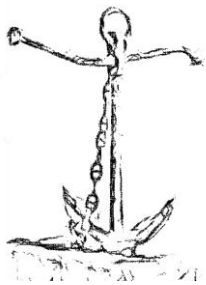
Wrap around support for employers and candidates

Links to health and wellbeing outcomes

We are stronger together - important to work with partners - schools and education providers

No excuse for saying you don't have the skills you need - grow them or work with others that can!

Through entry to work pipelines you can build your own talent pool



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Inclusive employment practices - Susanne Davis & Sue Wray

Focus on:
readiness for
work,
meaningful paid
employment,
job retention
and progression
and developing
skills

**With each
employer we
are changing
Essex to
become more
inclusive**

65 adults
transitioned from
long term day
centre attendance
to paid
employment

The benefits of
retaining an
experienced, skilled
employee who has
acquired an
impairment are
usually greater than
recruiting and
training new staff. It
is also good for the
individual.

120 opportunities
offered

How can we
improve
practises to
create
opportunities for
all?

**Working
collectively to
support those with
protected
characteristics**

Paid and
meaningful
employment -
people have
aspirations

**First 6 weeks
support is key**

**Employers want to become
disability confident**

Reflections - Ian Davidson

**Digital
inclusion and
diverse
communication
is key**

Essex is huge
and so diverse,
and this work is
very important

How can we
share learning
more
systematically?

We are
stronger
together

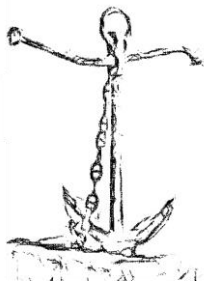
How do we
measure and
share our
success?

We can adapt -
Recognising
we don't have
to slot into
what one
organisation is
doing

How do we take individual initiatives
and grow them into a wider success?

Promising to know that the Essex community
of anchor employers are really taking this
work forward and in particular
mainstreaming this work to be the real
sustainable and diverse workforce that we
need and deserve

**Health, Wealth, Education -
equally as important and
benefit each other**



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