



# Young Westminster

...in partnership with Westminster City Council



City of Westminster



Renowned for Excellence in Recruitment & Training



# Step Ahead

## Our background

- **25 years in Recruitment, Training & Welfare to Work**
- **Working closely with unemployed jobseekers as well as helping to upskill in-work candidates**
- **Contracted to the GLA (Mayor of London) and DWP to upskill Londoners and help them into jobs**
- **A big emphasis on helping unemployed/ economically inactive London Parents into work**
- **Provision of funded Recruitment services for London employers, including funded help with HR strategy and Recruitment**
- **New contract to help Westminster Hospitality and Leisure Sector to recruit staff**
- **Commercial provision for temporary, contract and 'permanent' staff**

## Our contact details

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# Who We Can Help

- **Economically inactive**
  - university and college drop-outs; 'children' living with parents' and other dependants
- **School, College and University- leavers**
  - 12% of graduates are not engaged in work or further study six months after graduation\*
- **Parents (e.g. 'mum-returners')**
  - London has the highest proportion of lone parents in the UK\*\*
- **Temps**
  - 61% would prefer 'permanent' work
- **Employers**
  - fully funded training courses for employers in various aspects of HR, Recruitment, Staff Retention and Management

\*education statistics @gov.uk

\*\* Office of National Statistics

# How We Can Help

- **Provide information, advice and guidance**
- **Childcare and benefits advice for Parents**
- **Accredited qualifications including English and Maths**
- **CV and Interview workshops**
- **Ongoing In-Work Support for 6 months after placement**
- **Access to live vacancies including 'parent-friendly' employers/ roles**
- **Access to Apprenticeships**

# Survey Results: Parents

- One of the main obstacles and frustrations preventing parents who are looking to secure employment in the Hospitality/ Retail sector is not having flexible working arrangements
- Parents believe that employers are not understanding of childcare needs and therefore feel reluctant to apply
- Parents want guaranteed hours not zero hour contracts or shift based work
- When asked what changes would persuade parents to apply for positions in the Hospitality/ Retail sector, jobseekers have said:
  - Shorter contracted hours (10-20 hours)
  - Ability to work within school hours
  - Fixed contracted hours so they can arrange childcare

# HR Advice

(funded by the Mayor of London)

- Review any existing “family-friendly” policies/procedures and suggest updates/improvements
- Provide template policies/procedures to adopt for handling flexible working requests, managing home working, recruiting “flexibly” and helping to create a family-friendly culture
- Help to identify roles which could be suitable for flexible working
- Identify individual existing employees who might be able to progress in their roles
- Explore whether any workers on zero hours contracts could be put into more secure contracts
- Finding out whether managers might benefit from training around supporting the culture
- Help to identify which vacancies could be advertised as open to flexible working/ part-time/ job share
- Explore the Mayor of London’s “Good Work Standard” accreditation
- Helping to start a Childcare Deposit Loan Scheme



**Thank you  
for your  
time**

