

Creating Employment • Growing Business

#YourRouteToSuccess

## COVID-19: Before, During and After Debbie Sheldon



#### Work Avenue was founded in April 2006. Feating

Help people earn a living either through building businesses or creating employment.

We help everyone, at any life stage, in any situation.

Over 2,500 people accessed Work Avenue's services in 2019.







#### We Offer:

A job readiness programme including advice on CV writing, job searching, transferable skills, networking and mock interviews

**Employment advice** 

Job placements

**Training Courses** 

Special events

Business advice including advice on business proposition, marketing, finance, networking and investment

Business enterprise programme Shared workspace



In the three months to September 2020, redundancies reached a record high of 314,000; an increase of a record 181,000 on the quarter.

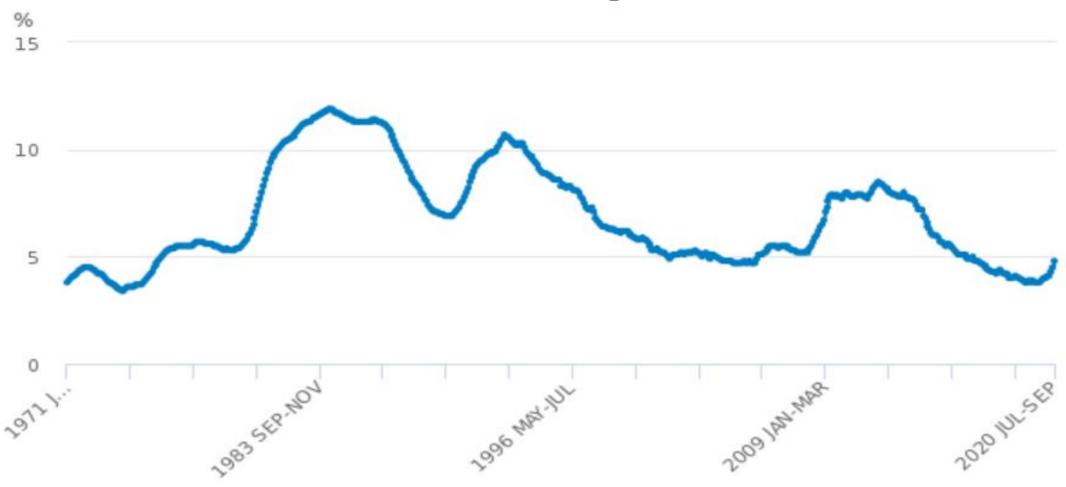
Unemployment rate has risen to 4.8%. 0.9 percentage points higher than a year earlier and 0.7 percentage points higher than the previous quarter.

Indicators show that the number of employees on payrolls was down 782,000 as compared with pre-lockdown.

There were an estimated 525,000 vacancies in the UK in August to October 2020; this is 278,000 fewer than a year ago

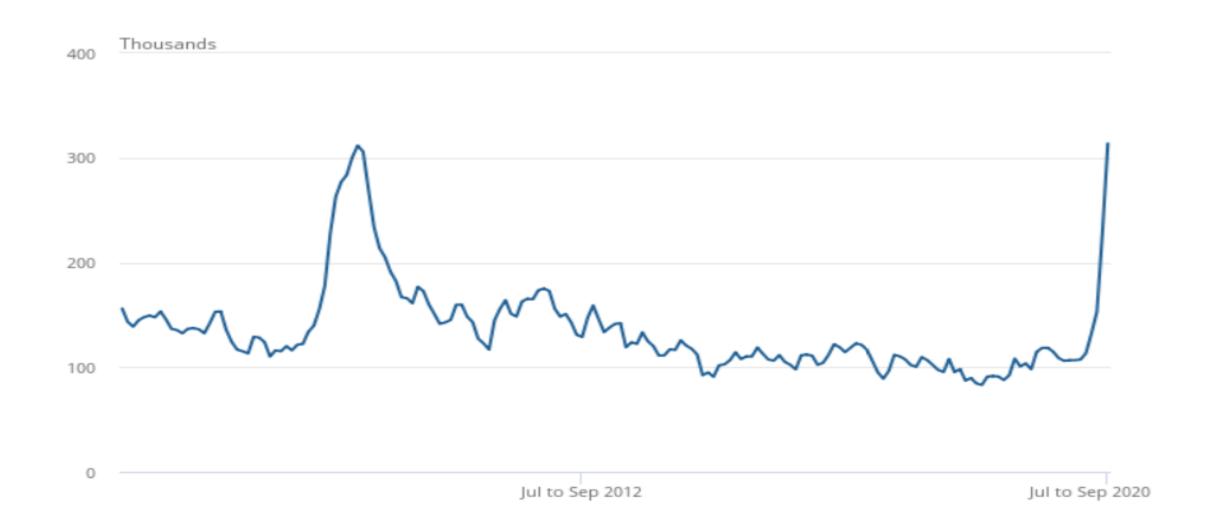


#### Unemployment Rate (aged 16+)



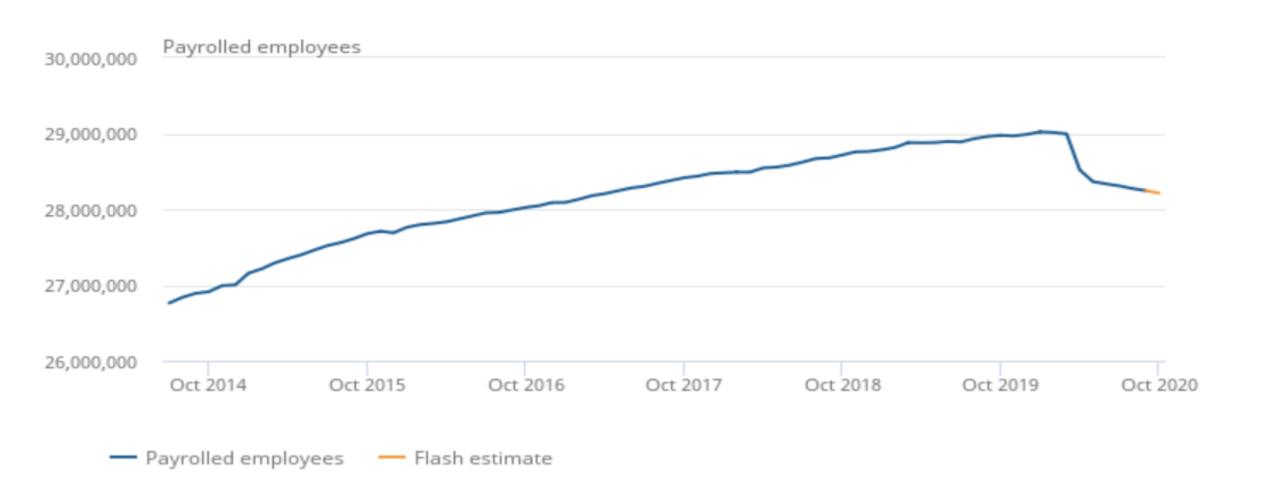


#### Redundancies between 2005 and 2020



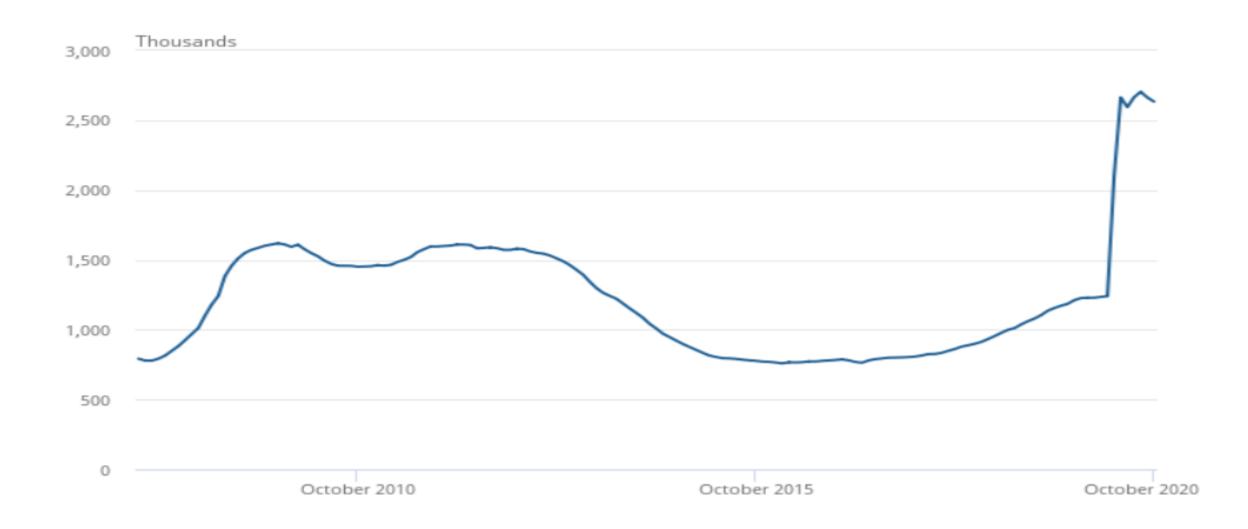


#### Payrolled Employees





#### Claimant Count



### What has the UK Government done

to support people?

Coronavirus Job Retention Scheme

Kickstart Programme

Deferral of VAT payments for businesses

**Business Rates Relief** 

Self Employed Income Support Scheme

Coronavirus business interruption loan scheme

Coronavirus Bounce Back Loan (Max £50k)

Small business grants £10k

Retail and hospitality grants up to £25k





#### **Emergency Community Fund**

Work Avenue established a fund in partnership with the Jewish Leadership Council to support those across the community whose earnings have been directly affected by COVID-19. The fund specifically assists those who are ineligible for Government support or who face delays accessing Government funds

The fund allocated £418,000 to 235 households

The fund has supported people living in various types of households located in 72 different postcodes across the UK



## How has Work Avenue adapted to support people during COVID-19?

All services offered virtually servicing UK clients and beyond

Increased number of attendees to all events

Large range of relevant webinars online

Virtual Networking advice

Pivoting earning streams

Transferable skills and virtual interview skills advice

Modifications to shared workspace

Securing jobs due to increased demand



#### Work Avenue: The Next Phase

#### Upskilling for new opportunities:

Technology: General IT skills, cyber security

Education: Different routes to gain QTS

Finance: Bookkeeping

Design: Web and graphic design

Marketing: Sales training, social media for business, SEO

Providing work experience in a safe and secure environment



#### What does the future look like?

A social enterprise to facilitate upskilling and work experience

Provide subsidised training courses to upskill

Secure work from our business community (500+) and beyond

Provide services and routes to re-employment to the community

Quality assurance mentors will oversee the work carried out

Creates a micro economy where businesses pay affordable rates for services

Clients gain valuable experience leading to jobs in the open market



#### What does the future look like?

#### **CLIENT JOURNEY Employment advice** Assignment Experience with Work Avenue of brief gained **Training** Skills & Resilience **Employment** Completion Exit through WAGE assessment from WAGE under QA guidance Ongoing updates Business plan for from WAGE manager growth Business advice **Business Business brief** with Work Avenue

**BUSINESS JOURNEY** 



# that your future self will thank you for

Any Questions?





#### Responsive Approach to an Evolving Pandemic

11/30/2020

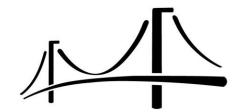
Lisa Countryman-Quiroz *CEO* 





#### JVS San Francisco

Providing Workforce Development Programs in the Bay Area since **1973** 



Serving approximately **2300** people each year, including youth and adults

Service Strategies include Career Pathways training, Job Search, and Youth Career Readiness and Awareness

Sectors of focus: Healthcare, Technology, Utilities and Skilled Trades

#### Responding to a Pandemic: JVS's Strategic Response



JVS closes physical offices, moves all programming remote JVS implements "Phase 1" of Pandemic Response Strategy





Client needs results:

82% of respondents living paycheck to paycheck and cannot afford an unexpected cost of \$400

JVS implements "Phase 2" of Pandemic Response Strategy





Client needs update:

70% of respondents don't think they'll be able to meet basic needs for the next three months

JVS implements "Phase 3" of Pandemic Response Strategy



MAR

APR

MAY

JUN

JUL

AUG

NOV

National emergency declared: CARES Act enabled

Shelter In Place order begins

First wave of COVID-19 related furloughs and lavoffs



Unemployment rises to 15.5% in California

Stimulus payments begin

One-time stimulus are being spent

Some California businesses re-open



Additional Unemployment Insurance benefits are reduced

Paycheck Protection Program ending

Re-closure of many businesses Second wave of layoffs



Remote schooling begins for many households

Covid cases spike

New business closures



#### Pandemic Response Strategy: Phase 1



JVS Covid Response Service Strategy Ongoing pathways programs **Pathways** • Development of new pathways in occupations with emerging or ongoing demand Skill building • JVS-taught workshops and workshop series Teaching skills people need to job search/work remotely (i.e. Zoom, MS Teams) Stabilization Skills that span industries and occupations (i.e. project management, · Connecting people to emergency jobs digital literacy) Job search support workshops Sector-specific skills Employer events Connecting people to external content • Connections to emergency resources · Industry-recognized credentials

 Navigation of online content (curated lists, support with online learning)

- Disbursement of supportive services
- Connections to external resources
- Navigation of UI applications

#### Pandemic Response Strategy: Phase 2



Build-Up Internal Infrastructure

- Investment in infrastructure needed for remote work and delivering training remotely
- Establish guiding principles for the year, focused on an ongoing commitment to creating economic mobility, racial equity, operating as an employer of choice, and being a learning organization
- Raise funds to support huge needs identified in client needs assessment

Stabilization for current and former clients

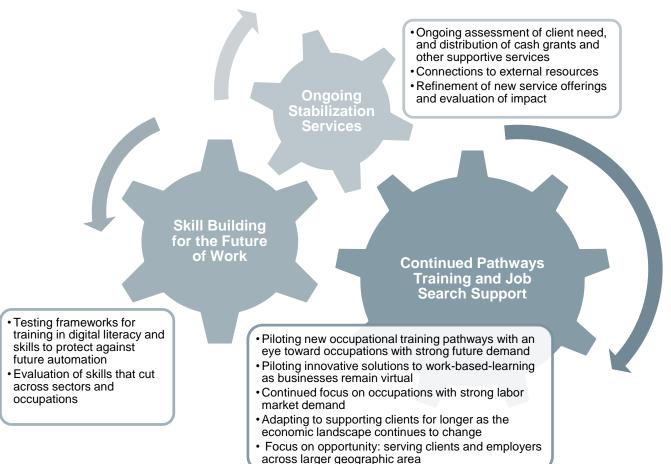
- Ongoing assessment of client needs through surveys and partnership with other CBOs
- Distribution of cash grants and other supportive services
- Connections to external resources
- Focus on developing new services to meet client needs (including new workshops and information about unemployment insurance and workers' rights)

Continued Pathways
Training and Job
Search Support

- Deliver pathway programs remotely wherever possible
- Work with employers and training partners to identify innovative ways to deliver programming that has traditionally be in-person
- Continuous evaluation of labor market information to determine impact of Covid-19 on occupations
- R&D into newly emerging occupations

#### Pandemic Response Strategy: Phase 3







Please follow up with me via email <a href="mailto:lcountryman@jvs.org">lcountryman@jvs.org</a>