



TransQual – Bedfordshire & Luton

2006 to 2008

Presentation for Learning at Work 2008

By Vic Graves & Paul Harrison

Holiday Inn Hotel, Ipswich

Friday 20th June 2008



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- Trade Union Learning Link ESF Project 2004 – 2005
- Food processing factory in Luton
- IAG – process workers
- 10% held what appeared to be a higher level qualification

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- Was this workforce unique or typical?
- What were the qualifications that they held from overseas equivalent to in the UK?
- Are peoples skills being under-used and are people working below their capability?
- What could be done to assist people to make better use of their knowledge and skills in the UK?

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- Idea for a pilot project formed as a result of the TULL work
- NARIC (National Recognition Information Centre)
- Investing in Communities Fund (IiC)
- Partnership formed to run and deliver pilot project
- Project called TransQual – Beds & Luton
- Began delivery March 2006

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- Project renewed for 2nd year with IiC funding
 - Pre-ESOL courses for 30 Polish people living in Bedford
 - Living & Working in UK Event for migrant workers from Poland - Bedford

- LSC Funding
 - Pre-ESOL courses for 30 Polish people living in Luton
 - Living & Working in UK Event for migrant workers from Poland – Luton
 - Focus groups
 - Develop Toolkit

- Jobcentre Plus
 - Deprived area funding
 - 60 unemployed people with qualifications awarded overseas
 - 8 Hours of job search support



2008

TransQual expected to expand into
Eastern Region through LSC ESF Co-
financing



AGE

- 19-21 - 5
- 22-30 - 138
- 31-40 - 92
- 41-50 - 24
- 50+ - 17

TOTAL - 276



SEX

- Male - 116
- Female - 160

TOTAL - 276



EMPLOYMENT STATUS

- Employed - 120
- Unemployed - 151
- Unknown - 5

TOTAL - 276



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EMPLOYER SIZE

- 250+ - 39
- 11-250 - 58
- Under 11 - 15
- U/K - 8

TOTAL - 120



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POSTCODES

- MK – 133
- LU129
- Other14

Total - 276



PERSONAL AIMS

- Further Education/Training - 56
- Employment/Better Employment - 187
- Undecided - 33

TOTAL - 276



CONTINENT OF ORIGIN

- Africa - 26
- America - 12
- Asia - 99
- Europe - 139
- Australasia - 0

TOTAL - 276

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COUNTRY OF ORIGIN

- 1 Bangladesh - 142
- 3 Bulgaria - 2
- 5 Columbia - 2
- 7 Ecuador - 2
- 9 France - 2
- 11 Germany - 1
- 13 Hong Kong - 1
- 15 India - 51
- 17 Ireland - 1
- 19 Libya - 1
- 21 Morocco - 1
- 23 Nigeria - 8
- 25 Pakistan - 31
- 27 Philippines - 4
- 29 Portugal - 1
- 31 Russia - 3
- 33 Slovakia - 3
- 35 South Africa - 136
- 37 Turkey - 3
- 39 Ukraine - 1
- 41 Zambia - 1
- Bosnia Herzegovina - 1
- 4 China - 1
- 6 Croatia - 1
- 8 Egypt - 1
- 10 Gambia - 2
- 12 Ghana - 1
- 14 Hungary - 4
- 16 Iran - 1
- 18 Latvia - 1
- 20 Lithuania - 5
- 22 Mozambique - 1
- 24 Netherlands - 2
- 26 Peru - 4
- 28 Poland - 100
- 30 Romania - 6
- 32 Saudi Arabia - 2
- 34 Somalia - 1
- Sudan - 4
- 38 Uganda - 1
- 40 Yugoslavia - 2
- 42 Zimbabwe - 1

TOTAL - 276



QUALIFICATIONS HELD – UK EQUIVALENT

- No Equivalent -15
- Level 1 - 4
- Level 2 - 38
- Level 3 - 49
- Level 4 - 25
- Level 5 - 26
- Level 6 - 64
- Level 7 - 33
- Level 8 - 0
- Level Unknown - 22

TOTAL - 276

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	A	B	C1	C2	D	E
○ Employment Status prior to coming to UK	3	30	24	6	1	7
○ Employment Status since coming to UK		2	9	5	37	18



Examples

- A Polish Teacher is currently working as a Warehouse operative
- A General Practitioner from Venezuela is currently working as a Health Care Assistant in a general hospital
- A Paramedic from Poland is currently working as a Van Driver
- A Polish Teacher is working as a Catering Assistant
- An Educational Psychologist from Ukraine is working as a Warehouse Operative

Thank you for listening





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Feedback from Focus Groups

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Focus Groups

- Focus groups took place amongst two groups of Polish workers attending pre-ESOL courses aimed at helping them to improve their English language skills.
- One group was drawn from the community of Bedford and their courses were held during the evening at the offices of Access Europe, a local employment agency specialising in supplying employers with workers from Eastern Europe.
- The second group was all employed by Delphi, a Luton based engineering company. Courses were held between shifts with the employer allowing part of each lesson to be in paid company time.

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- Most migrant workers in these groups are reasonably happy with working and living in Bedfordshire & Luton.
- They appreciate the opportunity to earn money and try life in a new country.
- All respondents had found employment.



- Many respondents were carrying out roles below the skill/qualification levels they occupied in Poland
 - 69% employed in roles of a lower occupational status than in Poland
 - 27% employed in similar occupations
 - 3.9% considered themselves to have progressed in the UK



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- A considerable number worked at or just above the minimum wage - often employed on a temporary basis through employment agencies.
- They often worked overtime to compensate for their low pay.
- Some respondents were working up to twenty five hours overtime each week.

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- The lack of time, rolling shift patterns and tiredness were the main reasons respondents could not attend college to study English or other subjects.



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- Workplace learning was viewed positively by those focus group respondents with the opportunity to study English at Delphi.



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- Most negative comments about life in the UK revolved around economic issues – for example:
 - Insecurity of working without permanent contracts and being dependant on employment agencies
 - Little evidence about facing wide scale prejudice or discrimination but some mentioned ‘negative stereotyping’ from the national media



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- In each group there were very positive opinions expressed about life in the UK.
- For example, a number of people mentioned how easy it was to access public services without undergoing lengthy queuing or facing excessive bureaucracy



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- Although there appeared to be movement within Bedfordshire in terms of accommodation, the respondents in these groups seemed relatively static and had not explored other parts of the UK for work/training/study opportunities.



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- The future value of the pound against the Polish currency may prove critical in determining how many migrant workers stay to make Bedfordshire their home.

- Over half of the sample indicated they would return home or move to another country if the pound grew much weaker.
 - 34% saw their settlement in the UK as permanent

 - 33% did not

 - 43% were undecided



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Thank you for listening

