

Employment and Skills Briefing

Purpose of Briefing: To seek approval for;

1. The proposed delivery model for the delivery of a bespoke training programme, which will provide a positive intervention for young people who are or at risk of involvement in knife crime or violent incidents.
2. To fund the project utilising existing ESF YEI funding and to access £30,000 for funding from Procurement Levy budgets to fund training elements within the proposed programme.

Commercial Status: **Restricted**

Briefing Subject: Young Leaders Programme

Author:

Approval

In order to embed specialist personal development and employment support within existing services, which intervene with this cohort, we are seeking approval to develop and implement the project as detailed below. To fund this project, funding will be reassigned within the European Social Fund, Youth Employment Initiative programme, supplemented initially with additional funding from the Councils Procurement Levy. For project sustainability, we will explore further additional ESF YEI funding reassignment through a project change request explored during 2019.

Context

Although Nottingham city has a low rate of youth unemployment, within the local authority boundaries there are just circa 1,420 young people aged 18 to 24 registered unemployed with a further 500 15-17 year olds who are acknowledged as NEET. At a local level, Nottingham has geographical pockets of very high unemployment rates, which also suffer from other socio/economic deprivation.

During the past 12 months, most areas across the country have experienced an increase in knife crime, with the national average at around 20%. This has led to knife crime being put under the media spotlight and a greater prevalence of knife crime related issues and incidents being shared on social media.

Locally, across Nottingham, the number of knife crime offences has risen by 9% to 477 offences in the year to March 2018, compared to 439 offences in the previous year (2016/17). In 2015/16 there were 348 offences. The first quarter of 2018/19 has seen a 30% increase compared to the equivalent period in 2017/18.

The Young Leaders Project

The Young Leaders will align and embed within Nottingham's Exploitation and Violence Reduction Hub, 'The Hub', which aims to create a multiple agency approach to supporting young people involved or at risk of involvement in knife related or violent incidents. This approach will provide a pathway for eligible Hub service users to develop personal and leadership skills and improve their economic situation through working towards and into further education or employment opportunities.

This co-delivered Project will be led by a procured local community based organisation who will have demonstrated experience, competence and a strong reputation of delivering development projects to the intended cohort, ESF YEI Adviser support provided by NNYS (Futures), will supplement delivery providing case managed employability support. The project will deliver the following objectives;

1. To engage marginalised 16-24 year old NEET's in Nottingham and support them away from knife crime and gang activity.
2. To engage in the target client group in activities that will bring them closer to and into the labour market, with a particular focus on those aged over 18.
3. To support re-engagement and positive participation within education or training, with a particular focus on 16-18 year olds.
4. To support the cohort to design, develop and deliver a short community focussed activity/project.

The project will achieve the following outputs and results.

1. 100% of cohort will progress through Leadership training activity.
2. 80% will 'Complete' ESF YEI activities.
3. 100% of completers will have will have receive an offer of Education, Employment or Training outcome (EET).
4. 80% of 'offers' will have will achieve an Education, Employment or Training outcome (EET) or have gained an accredited qualification upon leaving.

The project will engage with identified young people aged between 16 and 29 year olds and take them through a series of activities that will raise aspirations, encourage positive choice making and provide through direction and mentoring a positive route towards Employment or Further Education. With an improvement of service user's economic situations, this should deter engagement of knife crime related activities, reducing involvement in violent incidents. We also expect to see improved social integration and willingness to engage with wider statutory services.

Customer Journey



Client Engagement

The Young Leaders project will engage young people aged between 16 and 29 identified via The Hub or community organisations, who will have one or more of the following characteristics;

- Involved or at risk of involvement of knife crime or violent incidents
- Involved in criminal or anti-social behaviour
- At risk of exploitation

ESF Eligibility

The following ESF YEI eligibility will apply to potential participants;

1. the individual has permanent address in the City of Nottingham
2. that they are legally able to reside (and work) in the UK.
3. that they are currently not in employment, education or training
4. Is aged between 15 and 29 years old upon starting on the programme

The Community provider supported by the embedded YEI Adviser will meet with potential participants and engage them to join the programme. The embedded adviser will undertake eligibility checks and complete enrolment documentation for the YEI programme.

On Programme delivery

The YEI Adviser will carry out an initial assessment and complete an action plan during the first week and carry out any support activities to ensure that participants attend the development training element of the project, scheduled to start in the 2nd week.

It is anticipated that development training will last 6 weeks, with a further 2 weeks undertaking a community based activity.

Personal Development/leadership style training (which may include)

- Develops positive thinking and behaviour
- Creates/develops positive self-image
- Positive goals setting
- Develops strategies to manage relationships well
- Develops strategies to build resilience
- Develops strategies to positively influence and inspire others
- Develop strategies to manage confrontation and other stressful situations
- Identifying and managing personal triggers
- Enterprise activity

Community in Action (anticipated duration 10 days)

- Working effectively in a team to design and develop a community/enterprise based project.
- Gain a sense of understanding of the roles and responsibilities required to take the chosen endeavour forward.
- Deliver the chosen product, which makes a positive contribution within a community setting.

Progression

The embedded YEI Adviser will case manage participants through agreed actions to successfully achieve ESF outputs and results. Throughout the duration of the project, participants will be supported through the following as appropriate;

- Functional Skills delivery
- AEB funded provision
- Pre Apprenticeship training
- Enterprise support

Disengaged Participants

Attempts will be made to re-engage participants who disengage from the programme. If re-engagement is not possible, The embedded Adviser will engage with the wider Futures will attempt to establish engagement through their NEET reduction activities and other ESF funded interventions or signpost to other support aligned to Hub delivery.

Funding

This project will be part funded through Nottingham Cities European Social Fund (ESF), Youth Engagement Initiative (YEI). ESF YEI funding will deliver an Adviser led service, which achieves outputs and results described afore.

Under the current ESF YEI agreement, funds currently cannot be used to procure the training and developmental delivery element of this project. In order to not delay commencement of delivery, Nottingham City Council have identified £30,000 of Development and Growth Procurement Levy funding which can on approval, be allocated for immediate use.

At a later date, if the project receives agreement to continue past the initial 3 cohorts, additional ESF YEI funding through a Project Change Request will be explored to continue funding costs of the training and development elements of the project, subject to securing required Match Funding and DWP approval. At this point, we will consider revising the projects engagement activity to a roll on-roll off basis, thus enabling easier referral onto the project.

Through evidence gained through initial market engagement, we anticipate that the successful applicant will deliver 3 cohorts of between 12 and 15 young people, taking them through a 6 week intervention. The exact content will be finalised through the project due diligence and verification process.

The unit costs are anticipated to be between £600 - £800 (inc vat if applicable) per participant, with the total project costs not to exceed £30,000 including VAT.

Commissioning

- Commissioning will be undertaken as per an open tendering process
- Partners will be required to have existing delivery sites (or access to) within Nottingham City, appropriate for the delivery of the chosen activities and have the capability and capacity to commence delivery promptly on award.
- Applicants will have to demonstrate previous & appropriate delivery in Nottingham and can also demonstrate a strong record of achievement.
- We are looking for targeted delivery and not generic support and for partners who demonstrate knowledge of, connectivity and creditability with the target group.