

Unheard Voices Innovation Fund Specification

BACKGROUND

The Lambeth Made Education, Skills and Employment Programme

The programme was formed to deliver key goals within the Borough Plan covering three of the four pillars: 'Increase community resilience', 'Making Lambeth a place where people want to live, work and invest' and 'Promoting care and independence by reforming services. It also has a strong focus on Equalities, Diversity and Inclusion.

The programme vision is for Lambeth's young people, particularly those for whom we are a corporate parent, to understand the opportunities available to them in business and work, how they can achieve their aspirations, and be equipped with skills and knowledge needed to succeed.

The programme has four workstreams, one of which is the Youth Promise. These projects will fall within this workstream.

One of the key objectives of this workstream is to provide effective employment support for our most disaffected young people in the borough.

Young people in Lambeth were affected disproportionately by the impacts of Covid-19 on the labour market, with a significant increase in the out of work claimant count for the 18-24 age group and were more likely to be furloughed.

While the numbers of young people moving back into work are starting to increase, those who were already marginalised and facing challenges in accessing employment are at high risk of long-term unemployment and scarring.

UNHEARD VOICES INNOVATION FUND

We know that the reasons for a young person becoming disaffected are broad and complex, with no one solution. We also know that there are some smaller organisations doing great work on a hyper-local level with these young people who may not meet the requirement of or be equipped to apply for larger pots of mainstream funding.

The Lambeth Made Unheard Voices Innovation Fund is designed to provide a greater degree of flexibility in terms of programme design than is typically available. We envisage supporting three-four organisations either pilot, scale up, or replicate successful interventions to support young people facing often complex barriers to employment to move closer to the labour market.

The programmes are expected to focus on engagement and progression, with less focus on employment outcomes due to the cohorts that will be supported.

The innovation fund is being delivered as an action research project; therefore, we are seeking active providers who are able to share experience and shape service design.

We encourage programmes of 12 weeks to support our evaluation, however we are open to programmes of a longer length if your service model does not fit in to these timescales.

OVERVIEW OF REQUIREMENT

We are inviting tenders for the delivery of an intensive employment programme, targeting our most disaffected young people. This may include, young offenders, care experienced young people, young people identified as NEET and those with additional barriers to accessing employment and training.

The provider will be required to:

- Work with target groups (as identified above) of young Lambeth residents between the ages of 16-30
- Deliver an innovative programme that includes career advice, pre-employment and employability support as well as engaging young people into positive skills and employment related activities
- Raising young people's aspirations to support them to overcome barriers and move closer to the labour market
- The programme should include life skills including personal development, confident building, interpersonal skills, and conflict resolution
- Provide direct links to employment, training and or self-employment opportunities
- Utilise tools to evaluate young person's progress and measure impact of programme delivery
- Demonstrate a proven track record of delivering similar high-quality programmes as well as an understanding of the needs of young people in Lambeth, including those that have additional education and social needs
- Engage the parent/carers of the young people where appropriate
- An acknowledgment and awareness of any trauma the young people may have experienced and adapt delivery model as appropriate

The delivery model should include wider benefits to the young people including:

- raising participants awareness of mental wellbeing
- positive wellbeing activities
- links to local community projects and volunteering opportunities
- Appropriate signposting to services including (but not limited to): drug and alcohol support, mental health support, sexual health, domestic abuse support services, serious youth violence, gangs, debt management, housing support, parenting support and welfare/benefits support

Target areas:

Although not limited to, we encourage applications working in the following priority areas:

- Coldharbour

- Bishops Ward/North of the borough
- Kennington
- Oval
- Vauxhall
- Tulse Hill

REPORTING

Contract monitoring will be undertaken through the Council's CRM, Hanlon, for which licenses and training will be provided. Hanlon is a 'live' system from which we can draw reports, reducing the need for provider monitoring submissions.

Weekly monitoring reviews will be required for the first month of this contract. There after we will require this monitoring information and case studies to be provided monthly, concluding with an end of programme evaluation.

CONTINUOUS IMPROVEMENT

The Supplier will be expected to continually improve the way in which the required Services are to be delivered throughout the Contract duration.

The Supplier should present new ways of working to the Authority during Contract review meetings.

Changes to the way in which the Services are to be delivered must be brought to the Authority's attention and agreed prior to any changes being implemented.

PRICE

Contract award for each bid will be between £5,000 - £40,000. An additional £3,000 per supplier will be made available as an discretionary fund to support young people on their journey into employment.

PERFORMANCE

The Authority will measure the quality of the Supplier's delivery by:

KPI	KPI description	Target
#1	Programme starts	10 young people over the length of the contract
#2	7 programme completions	70% of participants
#3	Reporting increased aspirations on completion of programme	60% of participants
#4	Reporting an increase in confidence and self-esteem, motivated to pursue positive opportunities	60% of participants

#4	Continued engagement with support services e.g. onward referral to Lambeth Made commissioned programmes such as Youth Hubs	60% of participants
#6	Participants partaking in a skills and employment experience e.g. work taster, work experience, training	40% participants
#7	Participants entering in or sustaining EET status	20% of participants

SECURITY REQUIREMENTS

Please provide a copy of your safeguarding policy as well as confirmation that all members of your delivery team hold a current DBS. Your safeguarding policy will be reviewed to ensure it is in line with Lambeth Council's practices when working with young people deemed as vulnerable.

PAYMENT

Reflecting our desire to potentially support smaller, grassroots organisations who may not have the required capacity to deliver without forward funding, payment will be made as a one-off payment in advance. A process for potential recovery of funds, should contract delivery not take place, or demonstrably not meet the required agreed standards as detailed within the Service Level Agreement, will be included within the terms of the programme.