

Full objectives and aims of the Get Britain Working Trailblazers

Youth and Economic Inactivity Trailblazers:

- The government has ambitions for every area to have a 'Get Britain Working Plan', focused on reducing economic inactivity among their local population, and to convene key local stakeholders, people and partners who have a role in delivering on it.
- In Mayoral authorities, these plans will be guided by, and support, the aims of the Local Growth Plans and link to other existing strategies and plans such as LSIPs.
- Plans must be based on a needs assessment and set out actions that will be taken to improve outcomes. Actions build on existing provision and resources.
- Delivery of trailblazers is expected to commence in Spring 2025.

Economic Inactivity Trailblazers

- £125m has been allocated for eight trailblazers focused on economic inactivity, including two for London¹. *These will come to the GLA*².
- These are expected to build on the impact of supported employment funding, UKSPF, WorkWell partnership pilots³, wider NHS-led employment support, and local authority and VCSE provision.
- Trailblazer areas will also design and test the new Jobs and Careers Service.
- The government will design the detail with mayoral authorities – looking at targeted expansion of provision, and enhanced engagement activity.

Youth Trailblazers

- £45m for eight youth trailblazer areas (two for London⁴.) *These will come to the GLA*.
- Mayoral authorities will be expected to work in partnership with constituent councils, training and other providers, JCP, NCS and local employers.
- Youth Trailblazer areas will also trial the development of transition plans for young people disengaged or at risk of disengagement; alongside the ability to reserve a place at a local college if they have not secured one.

¹ The eight inactivity trailblazer areas are: West Yorkshire, North East, South Yorkshire, York and North Yorkshire, Greater Manchester, two in London, one in Wales. £45m has also been allocated for three trailblazer areas for 'NHS accelerators'. Integrated Care Systems will test reforms in these areas to stop people falling out of work completely due to ill health. The three areas will be the North East, South Yorkshire and West Yorkshire.

² The GLA agreed to be the accountable body for the funding, working closing with London's four Sub-Regional Partnerships to deliver it.

³ In London, these pilots are running from Oct 2024 – Autumn 2026 in North Central and North West London Integrated Care Boards, in partnership with the West London Alliance Sub-Regional Partnership of boroughs.

⁴ The eight youth trailblazer areas are: Liverpool, West Midlands, Tees Valley, East Midlands, West of England, Cambridgeshire & Peterborough, and two in London.

There will be a core set of common elements across all trailblazers to maximise learnings, and a new role for government:

Evaluation and support; Governance and management; The government sharing improved data to support areas to understand/meet local population needs; Clear plans for delivery with agreed outcomes - strong performance oversight and management; how existing and new resources will be used; and measurable goals/ maximising participation in the Youth Guarantee and reducing the number of young people who are not in education, employment or training.



Department
for Work &
Pensions



Department
for Education

Get Britain Working Trailblazers: Youth Guarantee

London Final Proposals: Pan-London Trailblazer

February 2025

Overview

This template should be completed in line with the accompanying Proposals Guidance. In each section of the template, we have set out the information that is essential, and should be included in your response, but as per the guidance, please also consider the additional information (where applicable) that could be included for your Trailblazer.

Contact Information

This information helps us identify the lead working level contact(s) in the Trailblazer area.

Name of Trailblazer lead for this proposal	Ann-Marie Soyinka, Assistant Director – Policy; Imman Laksari-Adams, Head of Strategy and Relationships; Rohan Gupta & Cleo Kinder, Principal Policy Officers Skills & Employment Unit, Greater London Authority
Contact telephone number	07968062611
Email address	Ann-marie.soyinka@london.gov.uk ; Imman.laksari-adams@london.gov.uk ; Rohan.gupta@london.gov.uk ; Cleo.kinder@london.gov.uk

Please provide concise answers in the expandable boxes.

Geographical Coverage

Which areas within your geographical area will be covered by the Trailblazer?

Set out separately the geographical extent/coverage of different elements of the proposal if applicable (e.g. if specific proposed interventions cover a smaller geographical area).

Please enter your response here:

The proposed model of delivery would comprise of:

One Trailblazer providing pan-London systems leadership and change for youth employment, education and training (EET) and wraparound support provision.

This Trailblazer will address key systemic issues we have identified – data, information gaps, transition points, engagement with young people – and test new ways of working for key sub-cohorts – ‘hidden NEETs’ and young people with mental health barriers.

It will pilot discrete interventions into these issues within different geographies in London identified through mapping and data analysis conducted through set-up grant funding.

Finally, resource within this Trailblazer will deliver a pan-London convening and coordination function for all four sub-regional Trailblazers across both youth and economic inactivity. London government partners want to ensure that all Trailblazer activity is coordinated to maximise the capital's allocation.

Parameters

1. Building understanding

Explain how you will understand the existing service landscape, identify and join up various support and services available to 18-21 year olds in your area. (This will also form part of your local Get Britain Working Plan)

- Provide a problem statement with relevant evidence that considers local youth education and employment challenges and needs
- Identify any sub-cohorts of the 18-21 year old cohort that you intend to prioritise in your overall offer
- Explain how you will seek and incorporate direct insights from young people

Please enter your response here:

Key youth employment challenges and needs

London has a higher youth unemployment rate than the national average (18.7 per cent to 15.8 per cent nationally in the three months ending December 2024)¹. Geographical disparities exacerbate the issue, with certain boroughs having a disproportionately higher level of youth unemployment. Intersectionality of factors such as ethnicity, disability, and health status compound these challenges, underscoring systemic barriers that hinder equal access to EET opportunities for all young Londoners.

There is a range of youth EET and wraparound support provision in the capital - but the lack of collaboration, integration, and data sharing between agencies leaves young Londoners and their frontline advisors overwhelmed with how and where to begin breaking down barriers to EET opportunities. We also know that there is a problem with engaging and marketing this wide range of existing services to young people. The hardest to reach young people are often more likely to engage very locally, and less likely to travel to access services or provision. The Youth Guarantee in London will take a systems approach to join-up, with employment strongly linked to careers education, mentoring, and mental health services, and with a strong focus on tackling basic integration of fragmented youth provision. In addition to improving the referral routes and knowledge of services amongst practitioners and providers, the Trailblazers will also test different ways to engage young people and further build relationships at a sub-regional and local level.

Young people with mental health barriers

The prevalence of ill health among young people, particularly mental health issues, has also increased significantly since the onset of the pandemic, contributing to economic inactivity among this group. According to ONS Labour Force Survey figures, 25.6 per cent of young people aged 16-24 who were NEET and inactive in October to December 2022 cited long-term or temporary sickness as the reason for

¹ ONS, 2025

their inactivity. Before the pandemic, 20.5 per cent cited long-term or temporary sickness. And one in four NEET young people say they would like to work but are unable to due to their poor mental health².

Care leavers

There are 19,000 care leavers aged 17-25 in London³. Care leavers face significant social and economic disadvantage, and experience substantially worse outcomes than other young people. The Independent Review of Children's Social Care showed care leavers aged 19-21 were three and a half times more likely than other children to be NEET⁴ and around four times more likely to have a mental health disorder.⁵ Care leavers are more likely to lack of formal qualifications, and to have unstable housing, which acts as a barrier to education and employment.⁶ This sub-cohort will be the focus of the CLF Trailblazer.

Hidden NEETs

London youth Trailblazer working group discussions also brought to light the young Londoners across multiple groups and characteristics who become NEET at transition points as a crucial focus for the pan-London Trailblazer. These 'hidden NEET' young Londoners include those who become NEET in the transition out of the statutory responsibility of their local authority, school or college, those who drop out of an FE or university course or are at risk of doing so, and SEND supported learners who don't have an EHCP. This sub-cohort faces a potential cliff edge in provision available to them despite often having additional needs, and have a lack of understanding of where they can look to, often not presenting at a Jobcentre or GP (for example) until sometime spent as NEET, which has a scarring effect on their ability to secure sustained EET opportunities. 16-18 destination data published by DfE illustrates that approximately 13.5 per cent of young Londoners leaving KS5 do not progress onto a sustained destination⁷ – and might be at risk of NEET. Alongside beginning to affect the systems change that might improve outcomes for all Londoners, we will look to address this sub-cohort of 'hidden NEET' young Londoners so they are able to successfully access the government's Youth Guarantee.

Seeking and incorporating direct insights from young people

London's set-up grant proposals have now been approved and include specific budget to bring in direct insight from young people on their experience of 'transition points', which will be incorporated in the design of any pilots focused in this area. Working group and workshop discussions in the development of the Trailblazers have also surfaced a number of partners with links to young people who will be brought in to co-design specific elements of the pan-London and care leaver focused interventions – including the Mayor's Violence Reduction Unit and the Pan London Children in Care Council.

Other core activity outlined within the set-up grant proposal includes hosting two half-day conferences to convene key stakeholders and conduct youth service user design and research. One of these will allow the London Trailblazers to understand the youth user journey to accessing EET and wraparound support, and the barriers they face when trying to do so. This will inform interventions across both the pan-London

² [Prince's Trust](#), 2024

³ [Department for Education](#), 2025

⁴ [The Independent Review of Children's Social Care, Final Report](#), May 2022

⁵ [National Children's Bureau](#), 2015

⁶ [Education Development Trust, Entry and retention in the labour market](#), 2023

⁷ This is defined as anyone who is claiming out of work benefit at some point during the year, and those who were in education or employment for less than two terms in the following year.

and care leaver Trailblazers. Youth insight will be sought throughout the lifetime of the Trailblazers to maintain a feedback loop and ensure continuous improvement.

2. Convene

Explain how you will bring together the different service providers and organisations operating in your area. (This will also form part of your local Get Britain Working Plan)

- Indicate how you will effectively carry out your role as a convener
- Identify key partners and how you plan to bring together service providers and organisations operating in your area

Please enter your response here:

In the development of the Trailblazer approach, we have already identified and convened key partners to consult with on proposed ideas, to discuss key challenges and identify new partners that we should work with to deliver the Trailblazers. We have formed a youth Trailblazer working group with these stakeholders, to be drawn upon. These include: education representatives (including FE and HE representative bodies); employment and wraparound support services; employers and business groups; health representatives, including OHID, ICB and NHS London colleagues; national government (including local Jobcentre Plus colleagues); London government partners including SRPs and borough delivery teams; local authority youth teams; other GLA group teams (including the Mayor's Violence Reduction Unit, and GLA Culture, Creative Industries and 24hr London, Equalities, Financial Hardship, Housing, Children & Young Londoners, Civil Society and Sport, and Health teams). This list of partners that we will convene is non-exhaustive and will be updated following regular engagement with young people and other delivery partners, including the VCS community.

We will reconvene this Trailblazer working group in another half-day conference funded by the set-up grant (as above) during the development stage. This will build on the networks and relationships between organisations that already exist, and complement mapping of the youth EET and wraparound support that will be undertaken in the scoping phase.

Additionally, through our well-established innovative GLA funded No Wrong Door Programme (NWD), sub-regional integration hubs across London regularly bring together service providers to learn from and about each other's provision, as do London's four sub-regional Careers Hubs to consolidate the careers offer. We would look to build on this by bringing in a wider range of providers, including health colleagues, and provide additional coordination capacity to ensure effective sharing of good practice and identification of gaps.

Pan-London and local employer engagement will feature across the pan-London Trailblazer to identify employment opportunities, support the transition into work, and improve employer practice. Initially, this will include building off London's existing employer relationships through the London Anchor Institutions Network and local anchor institutions networks, the Mayor of London's Good Work Standard and Workforce Integration Network teams, Grow London Local's employer engagement and skills brokerage work, and sub-regional and borough employer networks. The pan-London Trailblazer can build on this and create a playbook around how best to coordinate engagement with employers, including small and micro-businesses.

3. Identify and Engage

How will you identify and engage 18–21-year-olds who are not in employment, education or training, and successfully enrol them onto the Youth Guarantee?

- Explain how you will identify young people in need of support, establish contact and maintain their engagement
- Set out data and system requirements and appropriate solutions between you and other organisations in your area who have access to and support this age group (including DWP Jobcentre Plus), including any necessary data sharing agreements
- The approach you will take to informing young people about the Guarantee

Please enter your response here:

Identification of young people, and data and system requirements

Discussions in our Trailblazer working groups, and long-term engagement of local government, providers, and VCS organisations in the wider youth provision space consistently surface the need for a clear plan on how to join-up the range of identification and tracking data for young people in London. One key aspect of the pan-London Trailblazer will be informing systems change on the sharing of data between partners and analysing how these data sets map onto each other. Following further scoping, this might involve bringing together local authorities' CCIS data, expanding and incorporating the GLA's access to the Individualised Learner Record, and other partner data (including local DWP Jobcentre Plus Youth Offer data) into one repository / central tracking platform. The pan-London Trailblazer would pilot developing ongoing data sharing agreements⁸ (DSAs) with boroughs and other partners to begin tracking young Londoners into and out of the Youth Guarantee, with particular focus on key transition points. This will improve the identification of young people who are NEET or at risk of becoming NEET and in turn inform better engagement of young people on specific support programmes – at its most basic form, partners will have a better idea of where these young people are in London in a more timely and granular manner.

As part of our continued engagement with London stakeholders, we will work with local organisations to identify new data and means of tracking young people, including care leavers, and in turn incorporate these approaches. These trials would draw on the work that the London Office of Technology and Innovation (LOTI) is doing with boroughs to improve data sharing.

Establishing contact with young people; informing young people about the Youth Guarantee

As above, and as surfaced in our Trailblazer working group and other workshop consultation, it is accepted that there is likely more than enough youth EET provision in London, but that there is a large issue in lack of collaboration, integration, and data sharing between agencies leaving young Londoners and their frontline advisors overwhelmed with how and where to begin breaking down barriers to EET opportunities. Young people also fall through the cracks of a disjointed system (for example when enrolling on an FE course but not starting or dropping out early). We will explore with FE partners how to track these young people and offer early support. Through the pan-London Trailblazer, we may also look to build on best practice gathered through our NWD programme to establish contact with young people in two ways.

Online Resource

Firstly, building off the model developed by the West London Alliance NWD integration hub in London, and adapting best practice from the Greater Manchester [GMACS](#) resource, we will look to develop and maintain an online directory for young people and their advisors. This would build off mapping and other scoping work to be readily available for young Londoners, providers and employers. Youth voice is crucial to this potential intervention's success, to ensure that it is an attractive resource for young people and has

⁸ It is noted that some areas may have sporadic DSAs with local partners, but this is not consistent across London and presents a large barrier to identification, engagement and maintenance of contact with young Londoners.

the correct surrounding engagement and marketing approach to establish contact with young Londoners. We will therefore co-design all activity within this intervention with young people, again building off models of social media and engagement that have seen success in London, such as in the West London Alliance, and the South West London Integrated Care Partnership's use of TikTok in health and care careers programmes in schools and colleges.

Pan-London Youth Offer

Acknowledging that an online resource may not have the cut-through to establish contact with the hardest to reach young Londoners, we will also use the pan-London Trailblazer to empower youth workers and advisors, who are already deeply embedded within communities at a hyperlocal level and have the links to these young Londoners, to establish contact with young people and make them aware of the Youth Guarantee. A consolidated online offer will provide a first step towards this, and building off best practice piloted in Local London's NWD integration hub through its frontline advisor listening exercises, we will continue to build the capability of the youth worker and advisor profession in London. This possible intervention will take the form of providing our established NWD integration hubs with an 'outline' of the core offer that all young people in London should be able to access through their interactions with a youth frontline advisor. The specifics of what this core offer should include would be co-designed by officers across London government, young people, and community organisations, amongst other stakeholders – and would draw from best 'youth guarantee' practice internationally (e.g. New York's integration of youth services as part of its [Action Plan for Young Adult Career Success](#)) and within London (e.g. Hounslow's YSEG, Lambeth's Youth Guarantee).

Sub-Regional Youth Offer

NWD hubs would then be responsible for working sub-regionally to pull this 'outline' together into a concrete offer to provide youth frontline advisors the resources / team of contacts they need at their disposal and keeping this updated, using the above online resource for support. Advisors benefit from quickly and consistently having access to a wide range of support to match the wide range of needs that a young person might require, and not having to spend time away from residents in researching what the best intervention might be. This frees them up to spend more time on establishing contact with the hardest to reach young people.

Young Londoners benefit from only interacting with their trusted advisor, rather than facing referral after referral with new adult interactions. In this way, a consistent core London offer is developed with sub-regional nuances in local referral pathways. Advisors and young people would benefit from more certainty on how to receive certain support, and how quickly they will receive it. NWD hubs would realise the outline into a concrete offer in each sub-region, disseminate it, and secure buy-in and feedback on it amongst frontline youth advisors.

NWD hubs would be expected to keep the offer updated according to the changing youth EET and wraparound landscape in local areas. Initially, youth advisors engaged may be those operating primarily in the EET space, such as JCP youth advisors, and those working in borough brokerages or for local community groups focused on EET opportunities. Where there is appetite and it is appropriate, we will look to expand this approach to youth workers in other settings, such as certain health settings, with detached youth workers or mentors in PRUs funded by the Mayor's Violence Reduction Unit, or throughout the Mayor's New Deal for Young People established network of mentors with trusted relationships with disadvantaged young Londoners.

4. Coordinate and manage pathways

4a. How will you ensure your local Youth Guarantee meets the diverse needs of the target cohort and individual young people?

- Explain how services will work together to ensure smooth transitions for young people
- Explain how your offer is appropriate to the specific needs of your target cohort/sub-cohorts locally
- Set out how individuals will be able to access the right support at the right time, including tailored or more intensive support if required

Please enter your response here:

Ensuring smooth transitions for young people

As above, our proposals in the pan-London Trailblazer for empowering youth frontline advisors to spend more time with young people will also equip them with a menu of strong referral partners in their local areas across EET and wraparound support pathways. This would include referrals into the specific needs of young Londoners, including to address more intensive barriers to progression, if required. Pan-London systems change work will also see improved referral routes through better knowledge of partner provision, sharing of best practice to support a consistent youth offer across London, and sharing of data to better identify young Londoners who are eligible for help and who may otherwise fall between the gaps between services. This work will be kicked off initially by activity outlined in the set-up grant proposals. Informed by this set-up activity, the pan-London Trailblazer may also look to expand the innovative NWD integration hub model to develop sub-regional youth approaches and networks across London.

Under this intervention, hubs would be resourced to adopt lessons learned from CLF's NWD hub, with dedicated officers acting as single points of contact and regularly convening local partner services (including local JCP youth hubs) to keep an updated mapping of the existing service landscape. Through this, services will be made constantly aware of new provision sub-regionally, and hub officers would work together and with 'central' GLA and London Councils officers to cross-pollinate and share best practice across regions, establishing a live feedback loop. This intervention would be led by initial mapping to be carried out in the set-up phase and would build into any potential online resource, supported by the increased data sharing work outlined above.

Tailored support for specific sub-cohorts of young people

As mentioned above, consultation with stakeholders in the youth EET and wraparound support space revealed young people who are NEET or at risk of NEET in key transition points in the education system to be a sub-cohort for which more tailored support is required in London. In particular, whilst there is lots of EET provision in London for young people, there still remains a lack of suitable mental health provision for this cohort, highlighting a key barrier that requires further attention to overcome. In response, alongside beginning to affect the systems change that might improve outcomes for all Londoners, the pan-London Trailblazer will look to pilot an intervention that addresses the mental health needs of this sub-cohort of 'hidden NEET' young Londoners - piloting the role of services in early intervention to ensure smooth transitions.

The pilot will include employer engagement – getting employers to take a chance on a young person, including in-work support, and exploring potential employer incentives. We will utilise existing employer networks in the first instance, and build off integrated systems response models trialled by the South London Mental Health Trailblazer and separately by South Thames Colleges Group. The proposed geographies for this pilot will be identified through mapping and data analysis conducted through set-up grant funding.

4b. How will your Youth Guarantee connect to existing NEET prevention and re-engagement activities for younger cohorts?

- Describe how your local Youth Guarantee will connect to existing NEET prevention and re-engagement activities for younger cohorts and your resulting approach to prevention.

- Explain any approaches you will take to increase participation for 16- and 17-year-olds. Please indicate how you plan to work with your constituent local authorities to ensure no young person is without a suitable education or training offer, such as transition panels or reserving education and training places for young people without them.

Please enter your response here:

Connecting the local Youth Guarantee to existing NEET provision

Much of the systems join-up work outlined in the pan-London Trailblazer will connect provision that sits within the local Youth Guarantee for 18-21 year olds to existing prevention and re-engagement activities for younger cohorts. Initial consultation and identification has highlighted previously mentioned connections with the Mayor's Violence Reduction Unit and New Deal for Young People. Looking further, through the pan-London Trailblazer, Youth Guarantee provision may look to link into other services such as GO! London and London's creative health sector, as well as grassroots prevention and re-engagement activity potentially identified by set-up grant mapping and picked up by sub-regional youth hubs and networks. It will also link into traditional EET provision for younger cohorts, such as London's four Careers Hubs and DfE's Early Connect pilot, as well as individual borough activity within this space.

Delivery

5. Implementation and Delivery

Please detail your indicative headline implementation plan for the design and delivery of your Trailblazer. This should include:

- Activities, communication and milestones with dates that need to be achieved, to ensure the go live date for your Youth Guarantee Trailblazer is as close as possible to the expected April 2025 date
- Expected participant volumes over the 12-month duration
- Communication plans
- Resource requirements

Please enter your response here:

Activities, communication and milestones in the run-up to Trailblazer go-live

We recognise the challenging timescales that being asked of national government colleagues in order to ensure a go live date for the Youth Trailblazers as close as possible to the expected April 2025 date. We also welcome the new approach to working with local government in this respect. To match this ambition, we have worked swiftly to develop and iterate proposals within these timeframes. Similarly, we will work to ensure that elements of the Youth Trailblazers in London do go live as close as possible to April 2025. However, we are unable to give an indication of timelines at this stage due to a number of variables which we require clarity on.

Across both youth Trailblazers in London, key milestones to be achieved to ensure as early a go live date as possible include:

- *Spend of government set-up grant funding: February 3 – 31 March.*
 - Set-up grant funding (and activity within) has only just been received by local areas. The following months will involve conducting activity outlined in set-up grant proposals, key to understanding the initial youth landscape, securing buy-in for the Trailblazers from a range of partners across London, and using this insight to iterate and finalise youth Trailblazer

- Safeguarding of service users and ongoing compliance with the public sector equality duty into the design and operation of the service

Please enter your response here:

Ensuring local governance effectively steers the Trailblazers

Local governance arrangements will be developed to steer all Trailblazer activity in London, across economic inactivity and youth Trailblazers. This is in recognition of the multiple and sometimes overlapping needs of the residents that the Trailblazers may be engaging, and the overlap in partners that will be involved in delivery of the Trailblazers (including local JCP colleagues). The specifics of this arrangement are to be decided, but may likely build off existing strategic groups that London government partners have established for past collaboration on work, health and skills delivery. This group would work to ensure effective stewardship of both the economic inactivity and youth Trailblazers – incorporating partner organisations and continuously bringing in user voice (of specific economically inactive and youth sub-cohorts).

Resource has been set aside for officers to provide this pan-London coordination and management of pan-London governance arrangements, as well as individual grant funding agreements to SRPs etc. They will also act as single points of contact between the government and London on more operational issues, and the first port of call for issues on the Trailblazers that require escalation to more senior London government representation. Officers would be based in the GLA and London Councils and work closely with sub-regional officer groups to oversee the detail. Officer-level governance of the Trailblazers will feed into the London-level mission boards being established by GLA and London Councils, and updates will be provided to local politicians, including the Mayor and the London Assembly, London Councils' Leaders' Committee, and sub-regional elected member groups.

Enabling better data sharing

As above, we will be looking to put DSAs in place between boroughs / other organisations as part of the systems change elements of the pan-London Trailblazer. To enable this work to have maximum benefit, we encourage a collaborative relationship with DWP / DfE and a willingness to test the art of the possible on data sharing with central government. For example, we welcome discussions on piloting sharing of certain datasets / providing open access District Provision Tool in certain areas.

Risks and mitigation

Risk: Due to the short timeframes for this project, there is a risk that in the development stage we are unable to gain useful buy-in from external stakeholders. This could impact delivery and achieving the aim of joining up existing local provision.

Mitigation: We have mitigated this risk by convening two external stakeholder working groups in the initial development stage of the Trailblazers which were well attended and generated useful feedback. In the set-up phase, we have committed more funds and staff resource to hosting Trailblazer conferences and supporting the joining-up of key stakeholders throughout the trailblazer delivery phase.

Risk: The nature of London's size means that funding of this amount will not have impact if we try to develop too many interventions.

Mitigation: As outlined above, we will focus on trialling pilots in local and hyperlocal areas which can be evaluated to understand how they would work at scale. The government has provided further feedback in this area which we have iteratively built into the final trailblazer proposals.

Risk: We have included concerns about the one-year timeframe of delivery and spending on this project and will continue to monitor delivery against this timeframe. Similarly, were the government to suggest a different funding methodology (e.g. payment in arrears) to those previously suggested, this would have significant implications for the scope and ambitions of the Trailblazers in London.

Mitigation: We will continue to advocate on these points to allow the Trailblazers to deliver maximum value for money and innovation in London. We will also advocate for evaluation activity for the Trailblazers to extend beyond March 2026, so the full impact of the Trailblazers can be measured.

Safeguarding

London government partners delivering the Trailblazers will comply with their local authority safeguarding duties for children and adults. We will include expectations of any delivery partners in the Trailblazers that they implement adequate and robust safeguarding roles and responsibilities.

Compliance with the public sector equality duty

Section 149(1) of the Equality Act 2010 provides that, in the exercise of their functions, public authorities must have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- Relevant protected characteristics are age, disability, gender re-assignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

In accordance with these duties, and in recognising the sometimes complex and multiple barriers to appropriate Education, Employment, Training and wraparound support for these groups, the trailblazers will target groups furthest from the labour market and include the following principles:

- **Intersectionality:** The trailblazers will take an intersectional approach to addressing youth and economic inactivity. This means considering the multiple, intersecting barriers that different groups of young people and economically inactive individuals might face, such as race, gender, disability, experience of care, and socio-economic background.
- For instance, economically inactive individuals with disabilities, or young people from ethnic minority backgrounds, may face compounded barriers in accessing services, and specific strategies should be in place to address these needs.
- **Youth Inclusivity:** GLA will promote youth voice and co-design in the development and implementation of services. Ensuring that young people, especially from marginalised communities, are actively involved in shaping services will foster more inclusive and relevant interventions.
- This could include engaging with youth groups that represent underrepresented communities (e.g., BAME, LGBTQ+, young people with disabilities), and ensuring services are responsive to their unique needs.
- **Tailored Support for Vulnerable Groups:** Trailblazer activity will reach out to and support vulnerable groups within the economically inactive population. This includes care leavers, people with disabilities, those experiencing mental health challenges, and people from other disadvantaged backgrounds.
- **Local Community Engagement:** GLA is working with London Councils and the SRPs to actively engage with local community organisations, particularly those with experience in supporting underrepresented groups, to ensure services are culturally sensitive, accessible, and appropriate for the local context.

- The trailblazers will also encourage collaboration between youth services, local schools, community groups, and health organisations will enhance inclusivity and service reach.

An Equalities Impact Assessment of the London Trailblazers is also being prepared by GLA officers and is scheduled to be published ahead of entering into grant agreements.

7. Expected Outcomes

What are the expected outcomes of your Youth Guarantee Trailblazer that will positively impact the number of 18-21 year olds not in employment, education or training in your area? You should consider:

- Outcomes that are aligned to your objectives in your plan
- Impact of engagement to bring down the number of young people who are not in education, employment or training
- Early actions to prevent those at risk of not being in employment, education or training.
- How you plan to collect management information for local performance monitoring and evaluation purposes or any such existing collection that you plan to use

Please enter your response here:

Outcomes we plan to measure for the pan-London Trailblazer will be based off previous evaluation of our systems change work under the NWD programme. Similarly, we will look to measure 'distance-travelled' outcomes on our pilot work that directly engages young people, in recognition that breaking down their barriers to EET is important, even if a job outcome isn't recorded. This will be built off best practice gleaned during GLA's delivery of *Support for Young Londoners* contracts, and we may look to existing models such as Warwick-Edinburgh and our London Learner Survey Evaluation for outcomes surrounding the wellbeing benefits of specific pilots within the Trailblazer.

Proposed outcomes for the pan-London Trailblazer are then:

- The number of young people with increased confidence due to Trailblazer activity
- The number of young people with increased engagement in the system, or meaningful engagement with an employer via work experience etc
- The number of young people supported towards EET opportunities
- The number of providers with increased knowledge of the youth EET and wraparound support system
- Increased awareness and knowledge of referral pathways between youth services providers

8. Funding

How much funding do you require in total to deliver an effective 12 month Youth Guarantee Trailblazer that supports 18-21 year olds into employment, education or training? (approximately £5m can be available per area based on fully justified business cases). Your answer should include:

- Breakdown of estimated costs including your local evaluation
- How funding will be allocated

Please enter your response here:

N.B. All costings below are interim and subject to change.

Pan-London Trailblazer	Cost	Number	Total	Notes / Assumptions
Trailblazer Officers	£88k	5.5	£483k	To provide pan-London co-ordination across all London economic inactivity and youth Trailblazers, GFA management, and support other pilot work.
Budget for pan-London engagement, user research, and marketing	£96k	1	£96k	
Systems change interventions budget	£1,269k	1	£1,394k	Covering delivery of pan-London systems change proposals
Flexible pilot interventions budget	£2,800k	1	£2,800k	Direct delivery of pilot interventions at pan-London, sub-regional, local and hyper-local levels (tbc)
Evaluation and direct GLA costs	£227k	1	£227k	
TOTAL			£5,000k	

9. Local evaluation

How will you monitor and evaluate the design, implementation and outcomes of your local Youth Guarantee Trailblazer? Your answer should consider:

- Details of the management information you plan to collect for local performance monitoring purposes
- Plans to conduct a full evaluation of your Youth Guarantee Trailblazer, demonstrating the effectiveness of your Trailblazer's processes and initiatives, and progress towards outcomes, to support continuous improvement

Please enter your response here:

As touched upon above, the London Trailblazers await further information around the government's proposed evaluation of all the Trailblazers, to ensure that we design local evaluation to complement any approach. Similarly, activity such as data join-up, and commissioning of activity more generally, cannot fully commence until the government confirms the management information it will require of local areas so we can potentially design systems with aligning requirements / MI.

The pan-London Trailblazer will likely propose a continuous evaluation model that will be able to inform Trailblazer delivery over the course of the year. As such we will look to commission our evaluation partner early in the delivery year. We will ensure that any management information we collect aligns with the information proposed by government to ensure that this is not onerous for the delivery partners and informs insights that can be mapped across the different areas of provision. This will be built off best practice gleaned during GLA's delivery of *Support for Young Londoners* contracts. As above, measurement of the benefits of the systems change elements of the pan-London Trailblazer will build off best practice in our evaluation of the systems change elements of our NWD programme, and we may look to existing models such as Warwick-Edinburgh and our London Learner Survey Evaluation to measure the wellbeing benefits of specific pilots within the Trailblazer.

The GLA and London Councils will also work closely with all SRPs working across all London's Trailblazers on the design of the individual evaluations to ensure consistency in the overall London picture.

As above, with these Trailblazers currently on one-year pilots, we strongly advocate for the ability to track the outcomes of each programme beyond March 2026. The impact of the work undertaken this year will likely be gradual and have further impact beyond the year-long timeframe of the Trailblazers. This would then feed into further evaluation and improve our knowledge of what works best for each of these cohorts.



Department
for Work &
Pensions



Department
for Education

Get Britain Working Trailblazers: Youth Guarantee

London Final Proposals: Care Leaver Trailblazer

February 2025

Overview

This template should be completed in line with the accompanying Proposals Guidance. In each section of the template, we have set out the information that is essential, and

should be included in your response, but as per the guidance, please also consider the additional information (where applicable) that could be included for your Trailblazer.

Contact Information

This information helps us identify the lead working level contact(s) in the Trailblazer area.

Name of Trailblazer lead for this proposal	Ann-Marie Soyinka, Assistant Director – Policy; Imman Laksari-Adams, Head of Strategy and Relationships; Rohan Gupta & Cleo Kinder, Principal Policy Officers Skills & Employment Unit, Greater London Authority Charlie Rainsford, Senior Policy Manager, City of London (SRP contact)
Contact telephone number	07968062611
Email address	Ann-marie.soyinka@london.gov.uk ; Imman.laksari-adams@london.gov.uk ; Rohan.gupta@london.gov.uk ; Cleo.kinder@london.gov.uk ; Charlie.rainsford@cityoflondon.gov.uk

Please provide concise answers in the expandable boxes.

Geographical Coverage
Which areas within your geographical area will be covered by the Trailblazer? Set out separately the geographical extent/coverage of different elements of the proposal if applicable (e.g. if specific proposed interventions cover a smaller geographical area).
Please enter your response here: The proposed model of delivery would comprise of: <u>One Trailblazer focusing on care leavers aged 17-25 years old</u>, delivered by the Central London Forward (CLF) Sub-Regional Partnership (SRP). This project includes delivery taking place across CLF's 12 central London boroughs: Camden, City of London, Islington, Royal Borough of Kensington & Chelsea, Lambeth,

Southwark, Wandsworth, City of Westminster, Lewisham, Hackney, Haringey and Tower Hamlets. The CLF Trailblazer will look to support care leavers aged 17-25 to ensure a continuation of support for all care leavers after corporate parenting obligations end.

Learnings and evaluation from this Trailblazer will be shared across all London boroughs by GLA and London Councils officers. These officers are delivering a pan-London convening and coordination function for all four sub-regional Trailblazers across both youth and economic inactivity. London government partners want to ensure that all Trailblazer activity is coordinated to maximise the capital's allocation.

Parameters

1. Building understanding

Explain how you will understand the existing service landscape, identify and join up various support and services available to 18-21 year olds in your area. (This will also form part of your local Get Britain Working Plan)

- Provide a problem statement with relevant evidence that considers local youth education and employment challenges and needs
- Identify any sub-cohorts of the 18-21 year old cohort that you intend to prioritise in your overall offer
- Explain how you will seek and incorporate direct insights from young people

Please enter your response here:

Key youth employment challenges and needs

London has a higher youth unemployment rate than the national average (18.7 per cent to 15.8 per cent nationally in the three months ending December 2024)¹. Geographical disparities exacerbate the issue, with certain boroughs having a disproportionately higher level of youth unemployment. Intersectionality of factors such as ethnicity, disability, and health status compound these challenges, underscoring systemic barriers that hinder equal access to EET opportunities for all young Londoners.

There is a range of youth EET and wraparound support provision in the capital - but the lack of collaboration, integration, and data sharing between agencies leaves young Londoners and their frontline advisors overwhelmed with how and where to begin breaking down barriers to EET opportunities. We also know that there is a problem with engaging and marketing this wide range of existing services to young people. The hardest to reach young people are often more likely to engage very locally, and less likely to travel to access services or provision.

Young people with mental health barriers

The prevalence of ill health among young people, particularly mental health issues, has also increased significantly since the onset of the pandemic, contributing to economic inactivity among this group. According to ONS Labour Force Survey figures, 25.6 per cent of young people aged 16-24 who were NEET and inactive in October to December 2022 cited long-term or temporary sickness as the reason for their inactivity. Before the pandemic, 20.5 per cent cited long-term or temporary sickness. And one in four NEET

young people say they would like to work but are unable to due to their poor mental health².

Care leavers

There are 19,000 care leavers aged 17-25 in London³. Care leavers face significant social and economic disadvantage, and experience substantially worse outcomes than other young people. The Independent Review of Children's Social Care showed care leavers aged 19-21 were three and a half times more likely than other children to be NEET⁴ and around four times more likely to have a mental health disorder.⁵ Care leavers are more likely to lack of formal qualifications, and to have unstable housing, which acts as a barrier to education and employment.⁶ This sub-cohort will be the focus of the CLF Trailblazer. The lack of statutory obligation for local authorities to track care leavers after the age of 21 also leaves them with a cliff edge in support – something the CLF Trailblazer will look to address through the identification and engagement of care leavers aged 22-25 to ensure a continuation of support for all care leavers under corporate parenting obligations.

Seeking and incorporating direct insights from young people

London's set-up grant proposals have now been approved and include specific budget to bring in direct insight from young people on their experience of 'transition points', which will be incorporated in the design of any pilots focused in this area. Working group and workshop discussions in the development of the Trailblazers have also surfaced a number of partners with links to young people who will be brought in to co-design specific elements of the pan-London and care leaver focused interventions – including the Mayor's Violence Reduction Unit and the Pan London Children in Care Council.

Other core activity outlined within the set-up grant proposal includes hosting two half-day conferences to convene key stakeholders and conduct youth service user design and research. One of these will allow the London Trailblazers to understand the youth user journey to accessing EET and wraparound support, and the barriers they face when trying to do so. This will inform interventions across both the pan-London and care leaver Trailblazers in London. Youth insight will be sought throughout the lifetime of the Trailblazers to maintain a feedback loop and ensure continuous improvement.

2. Convene

Explain how you will bring together the different service providers and organisations operating in your area. (This will also form part of your local Get Britain Working Plan)

- Indicate how you will effectively carry out your role as a convener
- Identify key partners and how you plan to bring together service providers and organisations operating in your area

Please enter your response here:

In the development of the Trailblazer approach, we have already identified and convened key partners to consult with on proposed ideas, to discuss key challenges and identify new partners that we should work with to deliver the Trailblazers. We have formed a youth Trailblazer working group with these stakeholders, to be drawn upon. These include:

education representatives (including FE and HE representative bodies); employment and wraparound support services (including the Pan-London Children in Care Council); employers and business groups; health representatives, including OHID, ICB and NHS London colleagues; national government (including local Jobcentre Plus colleagues); London government partners including SRPs and borough delivery teams; local authority youth teams; other GLA group teams (including the Mayor's Violence Reduction Unit, and GLA Culture, Creative Industries and 24hr London, Equalities, Financial Hardship, Housing, Children & Young Londoners, Civil Society and Sport, and Health teams). This list of partners that we will convene is non-exhaustive and will be updated following regular engagement with young people and other delivery partners, including the VCS community.

We will reconvene this Trailblazer working group in another half-day conference funded by the set-up grant (as above) during the development stage. This will build on the networks and relationships between organisations that already exist, and complement mapping of the youth EET and wraparound support that will be undertaken in the scoping phase. Additionally, through our well-established innovative No Wrong Door Programme (NWD), sub-regional integration hubs across London regularly bring together service providers to learn from and about each other's provision, as do London's four sub-regional Careers Hubs to consolidate the careers offer. We would look to build on this by bringing in a wider range of providers, including health colleagues, and provide additional coordination capacity to ensure effective sharing of good practice and identification of gaps.

London boroughs have a statutory duty, existing support services and strong links to care leavers. This involves officers working across children and young people's services and in employment services, as well as locally commissioned support. The care leaver Trailblazer would support the development of a consistent offer across central London boroughs and develop the space for borough officers to convene and share good practice and data. This will enable care leavers who potentially may wish to access education, training, employment or wider support across London's borough boundaries to receive the same offer of provision, and allow boroughs to identify care leavers who may fall through the cracks when statutory reporting ends at the age of 21. Pan-London coordination work carried out by GLA and London Councils officers will share these learnings and evaluation on care leavers across all London boroughs.

This Trailblazer will also work with education providers, including schools, Pupil Referral Units (PRUs), colleges, and independent training providers to both access care leavers, and to support care leavers to move into high-quality education and training. It will work closely with local NHS services, including CAMHS, to support care leavers with health and mental-health related barriers to work, and would make referrals to employment services such as Connect to Work and boroughs' non-statutory provision, amongst others, where they are best able to help care leavers into work.

Local employer engagement will feature in the care leaver Trailblazer to identify employment opportunities, support the transition into work, and improve employer practice. Initially, this will include building off London's existing employer relationships through the London Anchor Institutions Network and local anchor institutions networks, the Mayor of London's Good Work Standard and Workforce Integration Network teams, Grow London Local's skills brokerage, and sub-regional and borough employer networks.

3. Identify and Engage

How will you identify and engage 18–21-year-olds who are not in employment, education or training, and successfully enrol them onto the Youth Guarantee?

- Explain how you will identify young people in need of support, establish contact and maintain their engagement
- Set out data and system requirements and appropriate solutions between you and other organisations in your area who have access to and support this age group (including DWP Jobcentre Plus), including any necessary data sharing agreements
- The approach you will take to informing young people about the Guarantee

Please enter your response here:

Identification of young people, and data and system requirements

Discussions in our Trailblazer working groups, and long-term engagement of local government, providers, and VCS organisations in the wider youth provision space consistently surface the need for a clear plan on how to join-up the range of identification and tracking data for young people in London. Boroughs have statutory duties to support care leavers, and they will (for the 18-21 age group) be tracking and in touch with care leavers in their area already. Additional identification and engagement will be taking place through working with education providers who may be working with care leavers.

DSAs between borough care leaver teams is not currently a standard, which can cause issues when care leavers are likely to be living and working across multiple London boroughs. Data may also prove inaccurate; care leavers until the age of 21 are tracked and monitored by their parent local authority, but after the age of 21 they can choose to not carry on identifying as a care leaver. This may be due to the risk of stigma but does mean that for the care leavers aged 22-25 there may be a requirement to identify, track and monitor their progress in a different way. Generating new DSAs or proposals to retrospectively track and monitor care leavers would generate better evaluation of what support works best, and a framework for better engagement moving forward.

As part of our continued engagement with London stakeholders, we will work with local organisations to identify new data and means of tracking young people, including care leavers, and in turn incorporate these approaches. These trials would draw on the work that the London Office of Technology and Innovation (LOTI) is doing with boroughs to improve data sharing.

Establishing contact with young people; informing young people about the Youth Guarantee

Personal advisors will also be a key intervention in ensuring the maintained engagement of care leavers throughout the care leaver Trailblazer. Resource will be made available for personal advisors to provide holistic support, supporting with the transition and referrals between different services, and ensuring care leavers have access to starter packs and other support that will enable them to access education and job opportunities. While the personal advisors will be specifically trained to work with care leavers and signpost them to specific care leaver provision, these personal advisors will also form part of a holistic system being brought together to work better across the pan-London Trailblazer and will ensure care leavers are informed about the wider Youth Guarantee offers and opportunities.

4. Coordinate and manage pathways

4a. How will you ensure your local Youth Guarantee meets the diverse needs of the target cohort and individual young people?

- Explain how services will work together to ensure smooth transitions for young people
- Explain how your offer is appropriate to the specific needs of your target cohort/sub-cohorts locally
- Set out how individuals will be able to access the right support at the right time, including tailored or more intensive support if required

Please enter your response here:

Tailored support for care leavers

The care leaver Trailblazer will working closely with schools and PRUs to ensure early intervention with young people at risk of becoming NEET, and support smoother transitions into follow on services or education.

As above, each care leaver will have a dedicated personal advisor with a low caseload who is able to provide intensive and holistic support, including support with referrals and accessing additional opportunities presented within this Trailblazer including access to specialist mental health support, and access to employers providing work experience and opportunities in the intermediate labour market. The role of the personal advisor is key in brokering opportunities and having the knowledge of additional support that is available across a range of services.

This offer meets the needs of care leavers by providing a consistent person who can give guidance and information on a range of topics that all impact on the change of someone moving towards education, employment or training. Following consultation with key stakeholders, this was a vital element that was repeatedly emphasised as the best way to keep this cohort engaged. These personal advisors will ensure that care leavers are able to access the right support they need at key transition points, and when they are ready to move to the next step. As above, care leaver starter packs included in this Trailblazer target the specific needs that young people newly in semi- or independent accommodation are likely to have before they can even think about starting to move towards employment, including a mobile phone, laptop, internet access and travel cards. This Trailblazer will trial approaches to best engage care leavers in moving to employment opportunities, such as job fairs, CV workshops or mock interviews. All proposed interventions will be informed by the voice of care leavers, through the establishment of Care Leaver Champion Group made up of young people with experience of care in central London.

4b. How will your Youth Guarantee connect to existing NEET prevention and re-engagement activities for younger cohorts?

- Describe how your local Youth Guarantee will connect to existing NEET prevention and re-engagement activities for younger cohorts and your resulting approach to prevention.
- Explain any approaches you will take to increase participation for 16- and 17-year-olds. Please indicate how you plan to work with your constituent local authorities to ensure no young person is without a suitable education or training offer, such as transition panels or reserving education and training places for young people without them.

Please enter your response here:

Connecting the local Youth Guarantee to existing NEET provision

Much of the systems join-up work outlined in the pan-London Trailblazer will connect provision that sits within the local Youth Guarantee for 18-21 year olds to existing

prevention and re-engagement activities for younger cohorts. Similarly, there is already a portfolio of support for care leavers across London which the care leaver Trailblazer would not seek to duplicate, but to expand referrals into and knowledge of this support among practitioners and care leavers themselves. The Pan London Children in Care Council, Care Leavers Covenant, Youth Futures Foundation, Partnership for Young London, Virtual Heads network and London Higher all hold a large amount of expertise in working with care leavers, and this Trailblazer will pilot how to ensure that access to this support is more consistent across all boroughs. By working closely with schools and PRUs, and through the boroughs' statutory duties for care leavers, there will be good knowledge to share on 16 and 17 year olds who are soon to transition from in-care to care leavers, and will need support at this key transition stage in their housing, financial and education situations.

Delivery

5. Implementation and Delivery

Please detail your indicative headline implementation plan for the design and delivery of your Trailblazer. This should include:

- Activities, communication and milestones with dates that need to be achieved, to ensure the go live date for your Youth Guarantee Trailblazer is as close as possible to the expected April 2025 date
- Expected participant volumes over the 12-month duration
- Communication plans
- Resource requirements

Please enter your response here:

Activities, communication and milestones in the run-up to Trailblazer go-live

We recognise the challenging timescales that being asked of national government colleagues in order to ensure a go live date for the Youth Trailblazers as close as possible to the expected April 2025 date. We also welcome the new approach to working with local government in this respect. To match this ambition, we have worked swiftly to develop and iterate proposals within these timeframes. Similarly, we will work to ensure that elements of the Youth Trailblazers in London do go live as close as possible to April 2025. However, we are unable to give an indication of timelines at this stage due to a number of variables which we require clarity on.

Across both youth Trailblazers in London, key milestones to be achieved to ensure as early a go live date as possible include:

- *Spend of government set-up grant funding: February 3 – 31 March.*
 - Set-up grant funding (and activity within) has only just been received by local areas. The following months will involve conducting activity outlined in set-up grant proposals, key to understanding the initial youth landscape, securing buy-in for the Trailblazers from a range of partners across London, and using this insight to iterate and finalise youth Trailblazer proposals before commencing delivery. We will endeavour to spend all set-up grant funding before April 2025, but activity is likely to take place after this, due to short timescales between receipt and expected spend end.

- *Confirmation of method of final government grant for full Trailblazer allocation: TBC*
 - The London Trailblazers will not be able to begin any delivery until the method of the government's final grant to local areas is confirmed. If this grant is paid in arrears, there is a high possibility that London partners will revise their proposals – as this stifles our ability to innovate and take on larger levels of risk.
- *Confirmation of government evaluation methods and management information required of local areas: TBC*
 - The London Trailblazers await further information around the government's proposed evaluation of all the Trailblazers, to ensure that we design local evaluation to complement any approach. Similarly, activity such as data join-up, and commissioning of activity more generally, cannot fully commence until the government confirms the management information it will require of local areas so we can potentially design systems with aligning requirements / MI.
- *Confirmation of government approach to national Trailblazer branding: TBC*
 - As with above, we have heard that there may be some national Trailblazer branding provided to local areas. We await confirmation of this, so we are able to develop complementary local branding under which to launch the Trailblazers in London.

Expected participant volumes over the 12-month duration

Care leaver Trailblazer (total number of care leavers supported through various interventions): 300-500

6. Governance

Governance processes will also be required for effective decision making, oversight and safeguarding of service users.

- **Please provide a detailed overview of your local governance arrangements.** Your answer should include:
 - Details of plans and arrangements to involve partners and organisations including the voice of young people
 - What data sharing mechanisms you will have in place when working/interacting with central government/other organisations
 - What do you need to improve or enable better data sharing?
 - Details of risks/challenges and how these will be managed
 - Safeguarding of service users and ongoing compliance with the public sector equality duty into the design and operation of the service

Please enter your response here:

Ensuring local governance effectively steers the Trailblazers

Local governance arrangements will be developed to steer all Trailblazer activity in London, across economic inactivity and youth Trailblazers. This is in recognition of the multiple and sometimes overlapping needs of the residents that the Trailblazers may be

engaging, and the overlap in partners that will be involved in delivery of the Trailblazers (including local JCP colleagues). The specifics of this arrangement are to be decided, but may likely build off existing strategic groups that London government partners have established for past collaboration on work, health and skills delivery. This group would work to ensure effective stewardship of both the economic inactivity and youth Trailblazers – incorporating partner organisations and continuously bringing in user voice (of specific economically inactive and youth sub-cohorts).

Resource has been set aside for officers to provide this pan-London coordination and management of pan-London governance arrangements, as well as individual grant funding agreements to SRPs etc. They will also act as single points of contact between the government and London on more operational issues, and the first port of call for issues on the Trailblazers that require escalation to more senior London government representation. Officers would be based in the GLA and London Councils and work closely with sub-regional officer groups to oversee the detail. Officer-level governance of the Trailblazers will feed into the London-level mission boards being established by GLA and London Councils, and updates will be provided to local politicians, including the Mayor and the London Assembly, London Councils' Leaders' Committee, and sub-regional elected member groups.

CLF will establish their own local governance arrangements to steer the care leavers Trailblazer, including providing regular updates to their board of Leaders. Youth voice will be built into this governance - the Care Leaver Champion Group will be brought in to provide youth perspective on this Trailblazer as it is delivering.

Enabling better data sharing

As above, we will be looking to put DSAs in place between boroughs / other organisations. To enable this work to have maximum benefit, we encourage a collaborative relationship with DWP / DfE and a willingness to test the art of the possible on data sharing with central government. For example, we welcome discussions on piloting sharing of certain datasets / providing open access District Provision Tool in certain areas.

Risks and mitigation

Risk: Due to the short timeframes for this project, there is a risk that in the development stage we are unable to gain useful buy-in from external stakeholders. This could impact delivery and achieving the aim of joining up existing local provision.

Mitigation: We have mitigated this risk by convening two external stakeholder working groups in the initial development stage of the Trailblazers which were well attended and generated useful feedback. In the set-up phase, we have committed more funds and staff resource to hosting Trailblazer conferences and supporting the joining-up of key stakeholders throughout the trailblazer delivery phase.

Risk: We have included concerns about the one-year timeframe of delivery and spending on this project and will continue to monitor delivery against this timeframe. Similarly, were the government to suggest a different funding methodology (e.g. payment in arrears) to those previously suggested, this would have significant implications for the scope and ambitions of the Trailblazers in London.

Mitigation: We will continue to advocate on these points to allow the Trailblazers to deliver maximum value for money and innovation in London. We will also advocate for evaluation activity for the Trailblazers to extend beyond March 2026, so the full impact of the Trailblazers can be measured.

Safeguarding

London government partners delivering the Trailblazers will comply with their local authority safeguarding duties for children and adults. We will include expectations of any delivery partners in the Trailblazers that they implement adequate and robust safeguarding roles and responsibilities.

Compliance with the public sector equality duty

Section 149(1) of the Equality Act 2010 provides that, in the exercise of their functions, public authorities must have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- Relevant protected characteristics are age, disability, gender re-assignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

In accordance with these duties, and in recognising the sometimes complex and multiple barriers to appropriate Education, Employment, Training and wraparound support for these groups, the trailblazers will target groups furthest from the labour market and include the following principles:

- Intersectionality: The trailblazers will take an intersectional approach to addressing youth and economic inactivity. This means considering the multiple, intersecting barriers that different groups of young people and economically inactive individuals might face, such as race, gender, disability, experience of care, and socio-economic background.
- For instance, economically inactive individuals with disabilities, or young people from ethnic minority backgrounds, may face compounded barriers in accessing services, and specific strategies should be in place to address these needs.
- Youth Inclusivity: GLA will promote youth voice and co-design in the development and implementation of services. Ensuring that young people, especially from marginalised communities, are actively involved in shaping services will foster more inclusive and relevant interventions.
- This could include engaging with youth groups that represent underrepresented communities (e.g., BAME, LGBTQ+, young people with disabilities), and ensuring services are responsive to their unique needs.
- Tailored Support for Vulnerable Groups: Trailblazer activity will reach out to and support vulnerable groups within the economically inactive population. This includes care leavers, people with disabilities, those experiencing mental health challenges, and people from other disadvantaged backgrounds.
- Local Community Engagement: GLA is working with London Councils and the SRPs to actively engage with local community organisations, particularly those with experience in supporting underrepresented groups, to ensure services are culturally sensitive, accessible, and appropriate for the local context.
- The trailblazers will also encourage collaboration between youth services, local schools, community groups, and health organisations will enhance inclusivity and service reach.

An Equalities Impact Assessment of the London Trailblazers is also being prepared by GLA officers and is scheduled to be published ahead of entering into grant agreements.

7. Expected Outcomes

- **What are the expected outcomes of your Youth Guarantee Trailblazer that will positively impact the number of 18-21 year olds not in employment, education or training in your area?** You should consider:
 - Outcomes that are aligned to your objectives in your plan
 - Impact of engagement to bring down the number of young people who are not in education, employment or training
 - Early actions to prevent those at risk of not being in employment, education or training.
 - How you plan to collect management information for local performance monitoring and evaluation purposes or any such existing collection that you plan to use
- Please enter your response here:
 - Alongside traditional employment support outcomes, the care leavers Trailblazer will also look to monitor wider engagement and 'movement to work' or 'distance travelled' outcomes. For this cohort in particular, it is important for us to understand in this pilot that in the space of one year, the paramount focus must be to build trusted relationships with care leavers and support them with their wider issues, that will support them on the journey to employment, rather than just judging the impact of this pilot by job outcomes.
 - The proposed outcome measurements for this Trailblazer are:
 - The number of care leavers engaged through or in any Trailblazer activity.
 - The number of care leavers who have meaningful engagement with an employer (through work experience, a placement, a regular mentoring session).
 - The number of care leavers supported into education and training
 - The increased confidence of care leavers (measured through self-identification and through their personal advisor upon referral and upon finished the programme).
 - The number of care leavers attending job fairs or similar employment events.
 - The number of employers engaged (to come to job fairs, who identify opportunities in their own organisations, who are interested in being upskilled in pastoral care, who are interested in creation of subsidised job opportunities through ILM.)
 - Increased awareness
 - Boroughs delivering the care leavers provision already have systems in place to track and monitor their care leavers under their statutory duty. They will adapt their

current monitoring to include the outcomes included above and will be contributing these to CLF's appointed learning and evaluation partner. Examples of good examples or useful data will be shared amongst boroughs taking part in the pilot, and to the wider network of Trailblazer stakeholders, to inform their own provision.

8. Funding

How much funding do you require in total to deliver an effective 12 month Youth Guarantee Trailblazer that supports 18-21 year olds into employment, education or training? (approximately £5m can be available per area based on fully justified business cases). Your answer should include:

- Breakdown of estimated costs including your local evaluation
- How funding will be allocated

Please enter your response here:

Care Leaver Trailblazer	Cost	Number	Total	Notes / Assumptions
Senior Trailblazer Officers	£73k	12	£876k	Salary of £55,000 + on costs
Flexible borough delivery budget		12	£3,727.5k	£310k per borough to cover staffing, commissioning costs, or other costs
London Care Leavers Reverse Job Fair		1	£50k	
Learning and evaluation partner		1	£150k	
CLF programme manager	£86.5k	1	£86.5k	Salary of £65k + on costs
CLF programme assistant	£60k	1	£60k	Salary of 45k + on costs
CLF direct cost budget		1	£50k	
TOTAL			£5,000k	

9. Local evaluation

How will you monitor and evaluate the design, implementation and outcomes of your local Youth Guarantee Trailblazer? Your answer should consider:

- Details of the management information you plan to collect for local performance monitoring purposes
- Plans to conduct a full evaluation of your Youth Guarantee Trailblazer, demonstrating the effectiveness of your Trailblazer's processes and initiatives, and progress towards outcomes, to support continuous improvement

Please enter your response here:

As touched upon above, the London Trailblazers await further information around the government's proposed evaluation of all the Trailblazers, to ensure that we design local

evaluation to complement any approach. Similarly, activity such as data join-up, and commissioning of activity more generally, cannot fully commence until the government confirms the management information it will require of local areas so we can potentially design systems with aligning requirements / MI.

The care leaver Trailblazer will commission a separate learning and evaluation partner to monitor outcomes throughout the year and support the building of an evidence base about what works in supporting care leavers into employment, education and training. The GLA and London Councils will work closely with all SRPs working across all London's Trailblazers on the design of the individual evaluations to ensure consistency in the overall London picture.

As touched upon above, with these Trailblazers currently on one-year pilots, we strongly advocate for the ability to track the outcomes of each programme beyond March 2026. The impact of the work undertaken this year will likely be gradual and have further impact beyond the year-long timeframe of the Trailblazers. This would then feed into further evaluation and improve our knowledge of what works best for each of these cohorts.

Economic Inactivity Trailblazer final proposals will be submitted on 10 March.