

Programme name	Anticipated OIO	Youth / Adult	Programme description	Brief description of target groups	Delivery Time period	Participant volumes (approx.) total & by cluster	Indicative budget	Expected primary referral method
Inactive BAME women	BLF	Adult employment	<p>Description: As a whole, people from ethnic minority communities perform less well in the labour market than white people. The latest edition of the Mayor's Annual Equality Report (from 2012/13) noted that the gap in employment rates between those from Black and Minority Ethnic (BAME) communities was 14 percentage points, and that the gap in median pay between BAME and white group was 24.4%. In particular, women from particular communities have particularly low employment rates and high rates of economic inactivity – for example, 53% of Bangladeshi women of working age were economically inactive (excluding students and retired) in the 2011 Census, compared to only 17% of White British women.</p> <p>Intervention: This programme will target support at communities which have particularly high levels of female economic inactivity and worklessness. The groups to be targeted are likely to be Bangladeshi, Pakistani, Black African, Arab, other Asian (excluding Indian women), Gypsy or Irish Traveller women of working age. Key elements of the provision might involve outreach to engage inactive women, culturally sensitive information, advice and guidance, referral to ESOL provision, support to access childcare and activities to link participants to the labour market, including voluntary work experience and open days to meet employers. Support may include measures for progress towards work.</p>	Economically inactive (& long term unemployed) women from certain BAME communities (Pakistani, Bangladeshi, Arab, Black African, other Asian excl Indian, Gypsy and Irish Traveller)	2015-2018	c.3700 C = 738 NE = 1,476 S = 553 W = 922	c.£7.5	Outreach, with some referrals from JCP for Work Programme Leavers
Cyclers progression	DWP	Adult employment	<p>Description: In work poverty is an increasing issue for London and the UK. Stark statistics from 2012 showed that there are now more people in poverty in working households in the UK than there are in workless households. As well as progression support for parents and families, outlined in strands 1 and 2, and other support for those stuck in low pay that will be available through the ESF SFA skills provision, those cycling in and out of low paid work have been highlighted as a group in particular need. DWP analysis shows that sizeable proportions of 'new' JSA claims are made by people who have made a series of previous claims, and can therefore be said to cycling in and out of work. In total, 28% of individuals aged 22-24 who made a JSA claim in 2010-11 had had 3 or more spells on JSA lasting a combined time of 1 year or more over the previous four years. The equivalent figure for those aged 32-24 was 17%.</p> <p>Intervention: This programme would provide support for those cycling in and out of unstable and low paid work to gain stable work and higher wages and to move out of poverty. Given the limited evidence about what works in terms of helping increase participants' wages, it is proposed to commission a series of pilots aimed at expanding this evidence base. Providers will be asked to suggest innovative ways to increase the amount of time that customers spend in work and to increase their monthly wages. A key aim of this project will be to try to integrate back to work and wage progression support in a single programme, which is not delivered in mainstream support. It is hoped that this programme could be evaluated using a randomised control trial, subject to agreement by DWP.</p>	Those cycling in and out of low paid work paid less than LLW. Cycling defined as 3 jobs and 3 periods of unemployment and 1 year out of work over 4 years. Quals below L2 for those aged less than 25 and at or below L2 for others.	2015-2019	c.4,500 C = 1,125 NE = 1,575 S = 788 W = 1,013	c£7.5m	Primarily Jobcentre Plus when customers make repeat claim. Also from other sources, incl, VCS and boroughs
Older people	DWP	Adult employment	<p>Description: Older people are a diverse and varied group with multiple issues and needs. Whilst the employment rate for older people is higher than ever before there are some underlying problems; even though unemployment is less common amongst older people than younger people, older people have a higher propensity to be long-term unemployed than younger people. As well as being more likely to stay unemployed for longer, older people are more likely to become economically inactive if they become unemployed.</p> <p>Intervention: The programme will look to address a range of age specific barriers to work faced by older people, including concerns about discrimination, lack of IT skills and awareness of the modern labour market. Provision should aim to reduce flows from short term unemployment into long term unemployment and inactivity. It should also look to address the more entrenched worklessness experienced by older people who have returned from the Work Programme and those who are economically inactive. Given the wide range of people that may be supported by this group, a differential payments model may be appropriate.</p>	50+ new JSA claimants who are likely to struggle to find work (e.g. because of low level qualification), 50+ JSA Work Programme returners, 50+ economically inactive/ not claiming benefits	2015-2018	c.8468 NE = 2,699 C = 2,358 S = 1,547 W = 1,864	£12.5m	Referral from JCP for newly unemployed and Work Programme returners, Outreach for economically inactive

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Carers	BLF	Adult employment	<p>Description: Over recent years there has been a concerted effort to 'activate' economically inactive people by changing the conditions of their benefits to push them closer to the labour market and providing additional employment support. One group of economically inactive people, however, has not received additional employment support – carers. In part this recognises that many carers are not able to work, as caring can be a full time role, Nevertheless, there appears to be a sizeable minority of workers who would like to work but are not receiving support.</p> <p>Intervention: Interventions will primarily target those with substantial caring responsibilities, including Income Support and Carers Allowance claimants, who are not in work. The programme will also work with a limited number of those whose caring responsibilities have declined before they become eligible for Work Programme support. Provision will include outreach, and personal adviser support will be extremely flexible to fit around customers' caring commitments. Providers will need to have a clear understanding and expertise of the issues faced by carers. The programme should aim to help carers into work (particularly flexible and part time employment in order to fit around caring responsibility and Carers Allowance/Income Support eligibility criteria), but where that is not possible because of caring commitments, the programme should aim to keep carers attached to the labour market so that they find it easier to enter work when their caring commitments reduce. This might involve a focus on training, including employability skills and volunteering.</p>	IS/CA claimants whose caring responsibilities have ended, Workless carers	2015-2018	c.1000 NE + W = 600 S + C = 400	£2m	Outreach, with some signposting from JCP, NHS or VCS
Troubled Families	DWP	Adult employment	<p>Description: The proposed broadening of criteria for the DCLG Troubled Families programme means that it is likely that support for these families will be mainstreamed into early help in most boroughs. The DCLG programme, however, was not designed to provide employment support for all workless families as it was expected that an ESF Families Programme would provide the majority of these outcomes. This programme will provide that support, building on the experiences of the current DCLG and ESF Families programmes.</p> <p>Intervention: This programme will support parents receiving support through the DCLG Troubled Families programme. The ESF programme will tie in closely with the DCLG programme. Interventions will engage employers, families and local authorities. The programme will look to ensure that some childcare costs are covered whilst individuals participate on provision. Mentoring and skills development will be a key part of these interventions supporting families.</p>	Unemployed family members on the CLG Families Programme only, who are not eligible to receive mainstream employment support (e.g. the Work Programme).	2015 - 2019	c.8,000 NE = 2,941 C = 2,305 S = 1,033 W = 1,669	c.£15m	From borough families teams
(Lone) parents out of work	DWP	Adult employment	<p>Description: One of the main causes of child poverty is the low employment rate among parents, in particular mothers. In London this employment rate is much lower than elsewhere in the country driven in part by a lack of part time jobs and flexible childcare, as well as higher housing, childcare and living costs. The employment rates for single parents (women and men) in London is also well below that of the rest of the UK.</p> <p>Intervention: Provision will support target groups enter and sustain employment. In particular, the programme will support workless (lone) parents not receiving support through the Work Programme, parent partners of JSA claimants, and non-working partners of working parents in low income families. Interventions should include support with childcare costs, confidence building, and information, advice and guidance. A key feature of this programme will be working with businesses to provide employment brokerage and support to enable parents to access flexible job opportunities.</p>	<p>This programme will target unemployed and/ or economically inactive parents, in particular:</p> <ul style="list-style-type: none"> <li>• Lone parents with children aged under 5 years claiming Income Support.</li> <li>• Lone parents claiming Jobseeker's Allowance who are not yet eligible/ or who have not been mandated onto the Work Programme, or who have completed the Work Programme without entering work.</li> <li>• Lone parents who are claiming other or no benefits, excluding ESA/IB.</li> <li>• Workless parent couples where one or both are unemployed with dependent children aged under 16.</li> <li>• Non-working partners in low income families, including those parents returning to work following a period out of work.</li> </ul>	2015-2018	c.5,200 N&E = 2,028 W = 988 C = 1,352 S = 832	c.£10.25m	Referrals from JCP, Outreach, NCS, VCS and local authorities.
(Lone) parents in work	BLF	Adult employment	Activity is likely to focus on lone parents and low income families in low paid work, earning less than the London Living Wage. Support will involve outreach and support for parents to increase their income and access good quality, stable employment that fits around their childcare commitments.	Lone parents and low income working families earning less than London Living Wage.	2016-2019	TBC	c.£5m	Outreach, NCS, VCS.

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Disability employment	DWP	Adult employment	<p>Description: In recent decades, active labour market policies have been successful in the UK and other countries at increasing employment levels for many groups of people, including lone parents, and decreasing the lengths of spells of unemployment for others. However, active labour market policies have so far been considerably less successful at supporting those with health conditions and disabilities back into work. There are around 250,000 ESA claimants in London, considerably more than the c.140,000 JSA claimants.</p> <p>Intervention: This programme will provide employment support those with disabilities in London. Support will look where possible to integrate with borough and CCG services, as well as linking effectively with other services, such as FE.</p>	Those with a disability as defined by the Equality Act	2015-2018	c.7,600 C = 2,018 NE = 2,746 S = 1,134 W = 1,703	c.£14.5m	JCP, CCGs, boroughs, VCS
Common Mental Health programmes	BLF	Adult employment	This programme will provide employment support to those with common mental health conditions, such as depression and anxiety disorders. The precise nature of the programme will vary in different parts of London, reflecting the different employment support offers currently commissioned by Clinical Commissioning Groups and local authorities in London. The programmes will be co-designed by CCGs and boroughs, and may be integrated with IAPT or run parallel to it.	Workless people with common mental health conditions	2015-2018	c.5,300	c.£8-10m	TBC
Heathrow Employment programme	DWP	Adult employment	<p>Description: Heathrow is the UK's only hub airport and one of the largest employment sites in the UK with over 76,000 employees and 320 businesses. Airport employers often find it hard to recruit local people with the right skills and attitudes. Candidates that have applied directly to them often have poor communication and customer service skills, are ill-prepared for competency based interviews, and have poor awareness of the realities of working at an airport. The Heathrow Academy is currently partially funded through ESF and offers an opportunity to work in a range of large employers.</p> <p>Intervention: Whilst Heathrow airport is in the London LEP area the surrounding areas also include parts of the Enterprise M3 and Thames Valley LEP and many employees come from these areas. It is proposed that the three LEPs work together to use ESF to extend the services offered by the Heathrow Academy to those furthest from the labour market. To this extent the proposed intervention will focus primarily on the economically inactive and Work Programme returners. Recruiting participants from the three LEP areas, the provision should offer bespoke pre-employment and into work support for participants.</p>	Economically inactive, Work Programme returners, JSA 18-24	2015-2018	2,000 (of which 1550 expected in London)	£2.5m (of which c.£2m in London)	JCP for JSA and WP returners, outreach for economically inactive
Intermediate Labour Market for adults with disabilities and health conditions	BLF	Adult employment	<p>Description: For the very hardest to help, it may be necessary in some cases to provide more intensive support to help customers enter and sustain work. One model that has been shown to be highly effective is the intermediate labour market (ILM). This provides supported employment for customers, with wages paid by the project, for a short period to provide real work experience which can facilitate customers entering subsequent unsupported employment in the open labour market. Previous programmes, such as DWP's StepUP, have shown large employment gains. However, given the costs of this type of support, it must be targeted at those furthest from entering work.</p> <p>Intervention: The provision will provide a temporary job with additional support for those young adults furthest from the labour market, tailored to meet the needs of the individual client based on an initial assessment carried out by the provider on entry onto the programme. Eligible groups will have spent a considerable period out of work, have a long term health condition or disability and suffer at least two other major labour market disadvantages, such as homelessness, low qualifications, being a carer, having committed offences in the past, or being a lone parent. As ILMs are intended to mirror as closely as possible the processes for recruitment in the open labour market, there will be competitive interviews of eligible candidates for every ILM job. For the individual the delivery model is based on four phases; assessment and preparation, job brokerage and interview, in work retention / training / progression and post ILM.</p>	<p>Customers should be:</p> <ul style="list-style-type: none"> <li>• only people aged 25+</li> <li>• have a long term health condition or disability</li> <li>• not had spells of employment for more than a total of 6 months within the last two years.</li> </ul> <p>Targeting should aim to recruit those that have two (one being a health condition or disability) or more labour market disadvantages, these are:</p> <ul style="list-style-type: none"> <li>• low qualifications (Level 2 and below) or no qualifications</li> <li>• BAME groups</li> <li>• lone parents</li> <li>• carers</li> <li>• homeless</li> <li>• ex-offenders</li> <li>• drug/ alcohol problems</li> </ul>	2015-2018	c.1025 N, E&W = 605 S&C = 420	c.£5m	JCP, community partners, and other ESF programmes
Employment support for those living in social housing	TBC	Adult employment	We are in the early stages of scoping whether a estate or ward-based approach may be possible to deliver in London, building on the highly successful 'Jobs Plus' model from the USA. This model has a number of key elements, including a 'saturation' approach (with very wide programme eligibility), some financial incentives to move into work, personal adviser support and referral to other key services, and community engagement and peer to peer support.	People living in the most deprived wards or housing estates in London	TBC	TBC	c.£5m	TBC

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Modern Skills for Construction	SFA	Adult skills	<p>Description: London is currently undergoing a significant period of intensive construction activity, with activity forecast to rise by 2% a year. Evidence suggests the construction industry faces a significant skills shortage in the medium to long term. More than 80% of employers interviewed on the future of the construction industry reported skills shortages as a chronic problem.</p> <p>Intervention: Programmes would need to provide pre-employment support, ensuring participants have good employability skills and addressing any basic skills needs, as well as marketing activity. Providers will be required to address perceptions of initial low pay and a lack of progression opportunities. This would be followed by vocational training and work-experience that is responsive to employer needs, and could be a combination of accredited and non-accredited training. Services that support participants into work would also be required, with on-going in-work support, including looking at options for skills and career progression and undertaking accredited training to support this. Providers would also be encouraged to make referrals to support for in-work progression.</p>	<p>Unemployed and economically inactive people of working age including:</p> <ul style="list-style-type: none"> <li>• People who have been unemployed for over 6 months who are aged 25+ (including Work Programme returners)</li> <li>• Young people aged 18-24</li> <li>• Economically inactive people, excluding students</li> <li>• Women</li> <li>• People age 50+</li> <li>• BAME groups, particularly young black men</li> <li>• Ex-offenders</li> <li>• Ex-military</li> <li>• Care leavers</li> <li>• People with disabilities including mental health issues</li> </ul>	2015-2019	<p>c.3,000</p> <p>C = 1,251</p> <p>N&amp;E = 948</p> <p>S = 342</p> <p>W = 459</p>	c.£5 m	JCP but also outreach
In-work progression programme	SFA	Adult skills	<p>Rationale: In work poverty is an increasing issue for London and the UK. There could be around 175,000 Londoners stuck in low pay for 10 years or more. A Resolution Foundation paper (2013) estimates that "overall, more than one in four (28 per cent) of all low paid workers in 2012 found themselves stuck on low pay for the previous decade". Overall, 21% of London workers (625,000 people) are paid below the Living Wage.</p> <p>Intervention: In-work progression for low skilled employed people is a relatively new area for employment and skills services and evidence as to what works is limited. The programme will therefore test out different and innovative approaches. It will encourage both sector based approaches (pan-London) and geographical approaches (sub-regional). Providers can work either with employees or through employers or both. The programme would be looking for the following key elements: engagement and initial assessment – developing an individual progression plan for employees or an organisational needs assessment for businesses; face-to-face coaching and mentoring (the limited evidence available suggests this is an effective approach for in-work progression) and support for progression – this should be determined by the provider and be responsive to individual/employer needs. It could include formal qualifications and training (based on an in-depth understanding of employer needs) or other support, such as work shadowing.</p>	<p>Adults who are low paid (defined as: being on hourly pay excluding overtime below the 20th percentile point in the pay distribution for all London employees, or as earning less than the equivalent of 35 hours' work per week at the London Living Wage).</p>	2015-2019	c.8,000 (cluster volumes tbc)	c. £10.4m	Outreach, working with key partners such as local authorities, trade unions and business organisations
Business start up and entrepreneurship	SFA	Adult skills	<p>Rationale: In the year to March 2013, there were 677,900 people in self-employment, including freelancers (age 16+), making up 17.5% of total employment. The proportion of self-employed in London is 3.4% higher than for the UK as a whole and has been growing since 1996. Self-employment is on the increase and has risen by 36,000 over the last year, by 101,000 since March 2008, and 150,000 since March 2003.</p> <p>Intervention: Given that there are many business support services across the capital, this programme will focus on engaging individuals who are unemployed or in low-paid employment who want to set up a businesses and supporting them to navigate and access the business support available, only delivering provision when there is an identified gap. It will also provide networking opportunities for programme participants to increase business opportunities, build confidence and to provide mutual support. The main elements of the programme are a strong one-to-one mentoring and coaching approach, drawing on a pool of quality and diverse mentors/coaches including volunteer mentors identified through business organisations, alongside activities around engagement, confidence building and initial assessment,. Support will continue for up to 12 months beyond setting up the business, to improve survival rates, and the programme will explore how it can link to ERDF support under the ESIF programme.</p>	<p>Unemployed and economic inactive people aged 19 plus or employed people working less than 16 hours a week. There should be a focus on the most disadvantaged Londoners but not exclusively so, for example:</p> <ul style="list-style-type: none"> <li>• BAME groups</li> <li>• Ex-offenders</li> <li>• Ex-military</li> <li>• Women</li> <li>• People aged 50+</li> <li>• Disabled people</li> </ul>	2015-2019	<p>Up to 5,000</p> <p>C = 1,350</p> <p>N+E = 1,850,</p> <p>S = 750</p> <p>W = 1,050</p>	c.£8m	Referrals from other ESF programmes

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Sector based approaches	SFA	Adult skills	<p>This programme will focus on the following sectors (although not exclusively):</p> <p><b>ICT/digital:</b> Digital employment is a London specialism. London has just under a quarter of all GB employee jobs and 22 per cent of all GB telecommunications employee jobs. It is a growth sector for London.</p> <p><b>Creative industries:</b> The UK has the largest creative industries sector in the world and London is the main hub, with just under a third of creative industries jobs.</p> <p><b>Health and social care:</b> This sector is a significant employer in London and its workforce is estimated to grow by 540,000 by 2020 (GLA Economics). Skills shortages are prevalent, with unmet demand for caring staff, professionals &amp; managers.</p> <p><b>Retail:</b> Another significant employer in London, with its workforce estimated to grow by 429,000 (GLA Economics), with skills shortages in sales, IT and financial expertise.</p> <p><b>Tourism and hospitality:</b> Identified as a growth sector for London in the LEP's Economic Development Plan, there will be job opportunities created by both new and replacement demand (an estimated 135,000 jobs per annum nationally).</p> <p>Intervention: Programmes would need to respond to specific sectors but all would include pre-employment support, ensuring participants have good employability skills and addressing any basic skills needs. Marketing activity may be needed for those sectors not seen as an attractive career option such as hospitality and health and social care. In these cases, providers will be required to address perceptions of initial low pay and a lack of progression opportunities. This would be followed by vocational training and work-experience that is responsive to employer needs, and could be a combination of accredited and non-accredited training. Services that support participants into work would also be required, with on-going in-work support, including skills and career progression and undertaking accredited training to support this. Providers would also be encouraged to make referrals to support for in-work progression.</p>	<p>Unemployed and economically inactive people of working age including:</p> <ul style="list-style-type: none"> <li>• People who have been unemployed for over 6 months who are aged 25+ (including Work Programme returners)</li> <li>• Young people aged 18-24</li> <li>• Economically inactive people, excluding students</li> <li>• Women</li> <li>• People age 50+</li> <li>• BAME groups, particularly young black men</li> <li>• Ex-offenders</li> <li>• Ex-military</li> <li>• Care leavers</li> <li>• People with disabilities including mental health issues</li> </ul>	2015-2019	c.14,650 W = 2,930 C = 5,494 S = 2,271 N&E = 3,956	c.£25m	JCP but also outreach
ESOL	SFA	Adult skills	<p>ESOL provision, delivering English language skills to those with no or limited English, is important to allow people to engage fully in society and to enter work. London Councils are in the early stages of scoping what additional ESOL support should be procured for the capital. Initial engagement has suggested that this programme may provide pre-Entry Level ESOL support as this appears to be a particular gap in provision, but this is still to be confirmed.</p>	The exact group who will receive support are still to be confirmed.	2015-2019	TBC	c.£4m	TBC

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NEET Outreach	SFA	Youth	This is an outreach programme that locates young people who are aged 16-18 and are NEET, or aged 18-24 and are 'under-employed' but not using Jobcentre Plus services and seeks their planned progression into sustained EET. This programme has six elements: Identification of young people, Outreach, Partnership & collaborative working, Assessment, Support and Re-engagement. It is intended that this service will provide referrals to the ESF youth programmes and also to a broad range of mainstream and specialist / targeted provision.  Practitioners will be required to understand the range of provision available to young people, help young people source the most appropriate provision to enable them to move forward in life and to support young people's progression into education, training and employment. An appropriate amount of on-going support will also be made available after securing young people's entry into a positive destination.	Young people aged 16-18 who are NEET or unemployed, but not claiming Job Seekers' Allowance Young people aged 16-18 whose participation status is 'not known' Young people aged 18-24 who are underemployed	2015-2018	C=1368, NE=3310, S=1943, W=1420 TOTAL = c.8041	c.£15.6m	Identification and outreach recruitment of eligible young people
16-18 Targeted NEET (spec 1)	SFA	Youth	The Programme aims to reduce the number of young Londoners who are Not in Employment, Education or Training (NEET) for extended periods and therefore are likely to suffer from reduced opportunities, low incomes and unemployment at a later stage of their lives. The project will achieve this aim by providing support to young people aged 16-18 who are NEET, and whose background suggests they require additional or re-engagement support, into sustained education, training or employment which are RPA (Raising the Participation Age) compliant.	1. Young people aged 16-24 who are NEET, whose background suggests they require additional support to access and sustain EET (including refugees/migrants, children in care/care leavers, homeless young people (including those in temporary accommodation and sofa-surfers), travellers (including Gypsy Roma), those with mental health difficulties, those with drug/alcohol abuse issues, those with learning difficulties and/or disabilities, lone parents, teenage parents and parents to be, young carers, work programme leavers.	2015-2018	C=358, NE=568, S=361, W=272 TOTAL = c.1559	c.£3.9m	Via the Outreach Programme, self-referral, referrals from local authorities and other local organisations supporting the target groups
16-24 LDD Targeted NEET (spec 2)	SFA	Youth	The specification will provide individually-tailored support for young people aged 16-24 who are NEET and have LDD to help them achieve sustained education, training or employment outcomes. The aim is to reduce the number of young Londoners with learning difficulties and/or disabilities (LDD) who are Not in Employment, Education or Training (NEET) and therefore are likely to suffer from reduced opportunities, low incomes and unemployment at a later stage of their lives.	Young Londoners with learning difficulties and/or disabilities aged 16-24 who are NEET. The target group includes young people who are NEET who have limiting long-term health problems and/or self-declared learning difficulties or disabilities.	2015-2018	C=742, NE=1144, S=542, W=605 TOTAL = c.3033	c.£6.5m	Via the Outreach Programme, self-referral, referrals from local authorities and other local organisations supporting the target groups
Targeted interventions: 18-24 year olds NEET and who also have mental health difficulties, or drug/alcohol abuse issues, or who are homeless (spec 3.1)	SFA	Youth	The specification will provide individually-tailored support for young people aged 18-24 year olds who are NEET and who also have mental health difficulties, drug/alcohol abuse issues, or who are homeless, in order to help them achieve sustained education, training or employment outcomes.  The aim is to reduce the number of young Londoners who are Not in Employment, Education or Training (NEET) for extended periods and are therefore more likely to suffer from reduced opportunities, low incomes and unemployment throughout their lives. The project will achieve this aim by providing support to young people aged 18-24 with mental health difficulties, drug or alcohol abuse issues, or suffering from homelessness, who are also NEET to help them into sustained education, training or employment.	Young Londoners aged 18-24 who are NEET and who face one or more of the following additional barriers to employment: • mental health difficulties, • drug or alcohol abuse issues, • homelessness (including those in temporary accommodation and sofa surfers).	2015-2018	C=402, NE=638, S=296, W=324 TOTAL= c.1660	c.£3.8m	Via the Outreach Programme, self-referral, referrals from local authorities and other local organisations supporting the target groups
Targeted interventions: 18-24 year old NEETs with specific characteristics leading to disadvantage in the labour market (spec 3.2)	SFA	Youth	The specification will provide individually-tailored support for young people aged 18-24 who are Not in Employment, Education or Training (NEET) and who are migrants (from specific disadvantaged groups), care leavers, carers, teenage and/or lone parents and parents to be, or work programme leavers in order to help them achieve sustained education, training or employment outcomes.  The aim is to reduce the number of young Londoners who are Not in Employment, Education or Training (NEET) for extended periods and are therefore more likely to suffer from reduced opportunities, low incomes and unemployment throughout their lives. The project will achieve this aim by providing support to young people aged 18-24 who are migrants (from specific disadvantaged groups), care leavers, carers, teenage and/or lone parents and parents to be, or work programme leavers, and who are also NEET to help them into sustained education, training or employment.	Young Londoners aged 18-24 who are NEET and who are also migrants (see further definition below), care leavers, teenage parents/parents to be, lone parents, young carers, and work programme leavers. Migrants - This project will only support migrants who • Are economically inactive (i.e. NEET but not claiming benefits or claiming inactive benefits); or • Are JSA claimants who have not yet received support through the Work Programme and have qualifications at Level 2 or below, or • Are Work Programme leavers	2015-2018	C=696, NE=1087, S=571, W=546 TOTAL = c.2900	c.£6.8m	Via the Outreach Programme, self-referral, referrals from local authorities and other local organisations supporting the target groups

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Preventative NEET	SFA	Youth	<p>This programme will work with young people in learning who are at risk of becoming NEET (not in education, employment or training) and support them into a sustained place in education employment or training. The programme is seeking to procure provision which will improve participants' education, employability and personal skills so that they achieve education or training goals, improve their chances of gaining employment/starting an apprenticeship and progress successfully in work or further learning.</p> <p>The objective is to work closely with the Local Authority and learning institution to identify those individuals who are at risk of becoming NEET, support sustained engagement, transition and progression through creation of individual support packages appropriate to the particular needs of the vulnerable young person. Provide a range of activities which sustain young people in education, employment and training. Continued support for a period of 26 weeks after they secure a positive destination.</p>	Young people aged 15-18 who are disengaged from regular timetabled learning and who have been indicated as being 'at risk' of becoming NEET by either their learning institution or local authority	2015 - 2018	C=1276, NE=3074, S=1800, W=1350 TOTAL = c.7,500	c.£9.2m	Mainly from schools or colleges, but also from local authorities and some self-referral
Careers Guidance	SFA	Youth	<p>The aim of the Programme is to provide high quality IAG that enable young people to develop the knowledge, skills and attitude they need to manage their career and support their transitions into learning and work. This Programme does not aim to duplicate the work of NCS, but seeks to extend its offer. In planning delivery, the contractor will be required to ensure that it works closely with the provider commissioned to deliver the NCS in London.</p> <p>This programme provides face-to-face careers guidance to young people who are not otherwise entitled to this service. It aligns with 'mainstream' activities provided by schools and colleges and with other programmes that are part of the ESIF / YEI Programme in London, including those that provide mentoring support to young people who are NEET. The programme produces an Individual Plan for each participant that sets out their immediate careers goal and the steps that need to be taken to achieve it, such as training or the acquisition of further skills or qualifications and provides for the participant to take greater ownership over their longer-term careers and learning development.</p>	Young people aged 15-24 who do not have a statutory right to impartial face-to-face careers advice & guidance or who are otherwise unable to access impartial face-to-face careers advice & guidance	2015-2018	C=3145, NE=7607, S=4464, W=3264 TOTAL = c.18,480	c.£6m	Via the Outreach Programme, Targeted provision programme or self-referral
Youth Talent' - Promoting Apprenticeships, Traineeships, work placements and employment opportunities	SFA	Youth	This project will deliver two main strands of activity that targets employers. The first will focus on promoting traineeship, work placement, internship, employment and apprenticeship opportunities for young people to employers and the second is an engagement service targeting employers to take on young people into traineeships, apprenticeships, work placements, internships and employment opportunities.	<ul style="list-style-type: none"> <li>• Young people aged 15-17 years who are in formal education and seeking work experience opportunities;</li> <li>• Young people aged 16-24 not in employment, education or training with low or no qualifications;</li> <li>• Young people aged 18-24 leaving education or training ready to enter into employment.</li> </ul>	2015-2018	C=1015, NE=13,500, S=3735, W=8440 TOTAL = c.26,690	c.£13m	Via the Outreach Programme, Careers Clusters Programme, National Careers Service, JCP, YEI Careers guidance, schools, colleges and training providers and higher education institutions.
Careers clusters	SFA	Youth	Establishment of up to twelve geographic or sector-based Careers Clusters that aim to improve the labour market relevance of education. Made up of around six secondary schools and FE colleges, each Careers Cluster will develop and deliver a programme that will support cluster school and college leaders to design a high quality careers guidance offer and a business informed curriculum informed by Labour Market information. Pilot sustained employer/HE activities in Cluster schools and colleges, empowering teachers to replicate the pilot approach. Deliver careers and employer engagement CPD to cluster staff. Match and support Cluster school and college pupils into work placements and internships brokered by the ESF 'Promoting Apprenticeships, traineeships and work experience' strand.	<ul style="list-style-type: none"> <li>• London secondary schools, Further Education (FE) and Sixth Form Colleges</li> <li>- there will be a focus on schools from disadvantaged areas with a high % of students on FSM and/or eligible for the pupil premium; those with the lowest rates of HE progression; and those with the highest rates of NEET</li> <li>• Teachers, and Careers Advisors contracted to work in London secondary education institutions and colleges</li> <li>• Third sector organisations engaging with business and education</li> <li>• Higher Education Institutions</li> <li>• Pupils benefiting from the pilot engagement activity</li> <li>• Businesses, including SME's</li> </ul>	2015-2018		c.£8m	The lead contractor will secure school/college, HE and employer engagement. Pupils directly benefiting will be sourced through the participating schools.

Programme name	Anticipated OIO	Youth / Adult	Programme description	Brief description of target groups	Delivery Time period	Participant volumes (approx.) total & by cluster	Indicative budget	Expected primary referral method
Young BAME people	SFA	Adult employment	<p>Intervention</p> <p>This programme will target young BAME people who have particularly high levels of unemployment and worklessness. These are likely to be black, mixed ethnicity, Pakistani, Bangladeshi, Gypsy and Irish Traveller and refugee young people. It is possible that this support will be made available to those aged over 24, in which case this will be delivered as part of the adult ESF programme. Key elements of this programme might involve a flexible and responsive adviser regime looking to build confidence and including a careers advice element, engagement with employers through work experience, volunteering, careers days and mentoring. Providers will be invited to give consideration to sector specific approaches in their applications, and will be expected to support participants into apprenticeships and self-employment where appropriate. The programme should encourage progression in work as well as job entry and sustainment.</p> <p>Rationale</p> <p>As a whole, people from ethnic minority communities perform less well in the labour market than white people. The latest edition of the Mayor's Annual Equality Report (from 2012/13) noted that the gap in employment rates between those from Black and Minority Ethnic (BAME) communities was 14 percentage points, and that the gap in median pay between BAME and white group was 24.4%. In particular, young people from certain BAME communities perform poorly in the labour market. For example, 2011 census data shows that 42% of economically inactive young black men were unemployed compared to just 18% of white young men.</p>	Unemployed (and economically inactive, excluding students) people aged 18-24 from particular BAME communities (Black or Black British, mixed ethnicity, Pakistani and Bangladeshi, Arab, and Gypsy or Irish Traveller. New JSA claimants on the programme must have qualifications at or below Level 2.	2015-2018	C = 700 NE = 1,120 S = 420 W = 560 TOTAL = c.2,800	c.£4.7m	Referral from JCP and community organisations
Gangs prevention	SFA	Youth	The project will support a cohort of 240 15 – 16 year olds who are excluded from school and in alternative provision in the London Boroughs with the highest level of need. It will focus on young people who are on the trajectory of serious offending in gangs. This initiative will focus on increasing engagement with education and increasing employability, as well as tackling family factors through close work with other support services. The project will support the young person in their whole environment: in Alternative Education provision, in positive structured activities at other times and in future EET activities.	Young people aged 15-16 who are at risk of NEET, have been excluded from mainstream education and are attending a PRU or alternative education establishment. Priority will be to those who fall into one or more of the following categories: <ul style="list-style-type: none"> <li>Engaged in, or at risk of, engagement in criminal activity</li> <li>On the MPS gang matrix, and not receiving any diversionary support</li> <li>Identified by their education provider as being in a gang and on the trajectory of serious offending in gangs</li> <li>Suffering from a mental health issue</li> <li>At risk of exploitation by gangs</li> <li>Repeat victims of crime, particularly where that crime is as a result of gangs</li> <li>Known to be living in a home in a setting with repeat domestic violence, or complex family circumstances (e.g. routine drug use).</li> </ul>	2015-2018	c.312	c.£2m	Pupil Referral Units
Intermediate Labour Markets for young people	SFA	Youth	The provision will provide a temporary job with additional support for those young adults furthest from the labour market, tailored to meet the needs of the individual client based on an initial assessment carried out by the provider on entry onto the programme. ILMs are intended to mirror as closely as possible the processes for recruitment in the open labour market. As such, there will be competitive interviews of eligible candidates for every ILM job. For the individual the delivery model is based on four phases; assessment and preparation, job brokerage and interview, in work retention / training / progression and post ILM.	<p>The eligibility for this programme is likely to be:</p> <ul style="list-style-type: none"> <li>people aged 18 to 24</li> <li>having significant labour market disadvantage</li> <li>not had spells of employment for more than a total of 6 months within the last two years</li> </ul> <p>'Significant labour market disadvantage' is defined as having at least two of the following criteria:</p> <ul style="list-style-type: none"> <li>have no or low qualification levels (Level 2 and below)</li> <li>Homeless</li> <li>BAME groups with low employment rates</li> <li>Long-term health condition or disability and/or mental health problems</li> <li>Drug/alcohol problems</li> <li>In a family with multiple problems</li> <li>Ex-offenders</li> <li>Care leaver.</li> </ul>	2015-2018	c.1,125 N, E&W = 687 S & C = 439	c. £5m	JCP, community partners, and other ESF programmes