

MAYOR OF LONDON

The Mayor's European Social Fund (ESF) 2019- 2023 Programme

Volume 2, Annex 10 - Specification

Lot 10: Targeted NEET

Sub-Lot 10b: Local London



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1. Project Specification – Targeted NEET¹

1.1 Project Overview

Four contracts with a combined value of £7.5m will provide support for young Londoners aged 16 to 24 who are Not in Employment, Education or Training (NEET) *and* have other specific complex needs or characteristics of disadvantage which increases the risk of their suffering from reduced opportunities, low incomes and unemployment later in life. Key Participant groups will include young people who are Looked After or leaving care, homeless, lone parents, in debt or involved in substance abuse or criminal activity. The Projects will provide individually-tailored support for achieving sustained education, training or employment results. The Project's four contracts will each focus on one of the Sub-Regional Partnership areas. This 4-year Project runs from August 2019 to June 2023.

- Key activities: support for Participants to achieve sustainable EET results through provision tackling each individual's specific challenges, motivational skills and confidence building activities, life skills support, short courses and specific employment-orientated skills packages. Delivery will combine one-to-one support and group sessions and include mentoring and coaching.
- Target Groups: Young people resident in Greater London aged 16 to 24 who are Not in Employment, Education or Training (NEET) and who:
 - are Looked After² or care leavers³; or
 - are Homeless or at risk of homelessness; or
 - fall into two or more of the multiple barriers categories listed below:
 - a lone parent
 - in debt (minimum of £1,000)
 - a young carer

¹ To be read in conjunction with the Mayor's ESF 2019-23 Programme Specification

² A 'Child' Looked After is defined as a child under the age of 18 who live away from their parents or family and are supervised by a social worker from the local council children's services department.

³ A 'Care Leaver' is defined as a young person over the age of 16 who has been in the care of the local authority and/or Health & Social Care Trust for at least 13 weeks since the age of fourteen.

- involved in substance misuse
 - involved in criminal activity
- Funding: £7.5m
 - Sub-Lot 10b: £2,318,073
- Geographical focus:
 - Sub-Lot 10b: Local London Strategic Sub-Regional Partnership area
- Primary Results:
 - Sub-Lot 10b: To support a minimum of 408 Participants to sustain an EET destination for at least 26 out of 32 weeks

Pages 2 – 15 of this document sets out information relevant to both lots of this programme. The specific requirements for each Sub-Lot are set out in this document in the sections headed

- **Sub-Lot 10b: Targeted NEET - Local London**

Contract proportions were calculated utilising ONS data “People aged 16 to 24 years not in employment, education or training (NEET) in London 2017”⁴ and have been allocated as follows;

Sub-Lot 10a	Central London Forward	33.8%
Sub-Lot 10b	Local London	30.9%
Sub-Lot 10c	South London Partnership	13.0%
Sub-Lot 10d	West London Alliance	22.2%

⁴<https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/adhocs/008959peopleaged16to24yearsnotinemploymenteducationortrainingneetinlondon2017>

1.2 Background

Entering London's complex, high-skilled jobs market is a real challenge for those without formal qualifications and appropriate life skills. There is a need to provide targeted interventions for Participants, rather than adopting a more generic approach to NEET to EET provision if we are significantly to increase the chances of young people moving into sustained EET.

There is a need to focus on supporting groups that are under-represented in London's workforce. Young people facing particular challenges in finding employment include those who are homeless, young carers and care-leavers as well as other groups facing multiple barriers to employment (see **"Other target groups" below, a subset of the list** identified by DWP in Chapter 3 of the DWP Provider Guidance ESF 2014 -2020⁵).

It is likely that some eligible Participants may face multiple barriers which include a number of those in the identified list of categories. The GLA expects that rather than focusing on one target group, bidders will propose Projects that aim to assist the widest range of eligible Participants that can be assisted. Bidders will therefore be required to demonstrate the range of barriers they or their partnership will be able to tackle, and how barriers will be identified and addressed as part of this Project.

The GLA's Equality, Diversity and Inclusion Evidence Base, published in May 2018 reports that ethnic groups who are under-represented in the London's workforce include young black men, Pakistani and Bangladeshi women and young people of a mixed ethnicity ⁶. This Project aims to recruit 50% of its Participants from ethnic minorities.

Children Looked After and care leavers

Children Looked After and care leavers face challenges distinct from those faced by young Londoners in general. They are much more likely to be NEET at age 19. In 2013, 41% of care leavers were NEET, compared with 15% of all 19-year-olds.⁷

In March 2017 there were 5,850 care leavers aged 19, 20 and 21 in London. Of these 2,120 (36%) were NEET. Destinations were 'unknown' for an additional 700 (12%) young people.⁸

One barrier that care leavers in particular experience during their transition to employment is the social stigma attached to being a Child Looked After or a care leaver. An employment-related study conducted in 2011 found that almost half worry about others

⁵ DWP Provider Guidance ESF 2014 - 2020

⁶ GLA Intelligence, Equality, Diversity and Inclusion Evidence base for London: May 2018

⁷ National Audit Office (2015), [Care leavers transition to adulthood](#)

⁸ Department for Education, Children looked after in England including adoption: 2015 to 2016, SFR41/2016

knowing their background; particularly employers.⁹ Other issues that are particularly prevalent amongst care leavers include low levels of educational attainment and low rates of participation in education beyond the school leaving age. They are also more vulnerable to homelessness, mental health issues and depression and drug and alcohol misuse. Rates of youth custody are also high amongst care leavers. These barriers and issues are associated with poor employment results and are particularly prevalent among Children Looked After and care leavers.¹⁰

Homeless or at risk being homeless

One study has estimated that employment rates are as low as 15% for homeless people. Barriers to employment faced by homeless people include a lack of basic skills, low levels of formal qualifications and minimal recent work experience. These are compounded by practical obstacles including inadequate access to a computer or the internet, inappropriate clothing for interviews or work, transport costs and having no fixed address. Many homeless people also have physical or mental health conditions. Negative perceptions on the part of employers in relation to recruiting homeless people, including assumptions that such individuals have never worked before, are still prevalent.¹¹

Other target groups

The GLA recognises that there are young people who are not from either of the groups above but who face similar barriers accessing employment. Therefore, 16 to 24-year old NEET Londoners who fall into two or more of the categories listed below are also eligible for support under this Project:

- lone parents
- those in debt (minimum of £1,000)
- young carers
- those involved in substance misuse
- those involved in criminal activity

Young people in debt is a category that has been added to the multiple barriers category as the GLA recognises the impact that financial instability and debt has on young people's ability to progress into education, employment and training.

Age and NEET

The employment rate tends to be lower for young people aged 16 to 24 years old than older cohorts. In London, 21% of people aged 16 to 19 and 64% of people aged 20 to 24,

⁹ Reed in Partnership (2011), [From Care to Independence: Improving employment outcomes for care leavers](#)

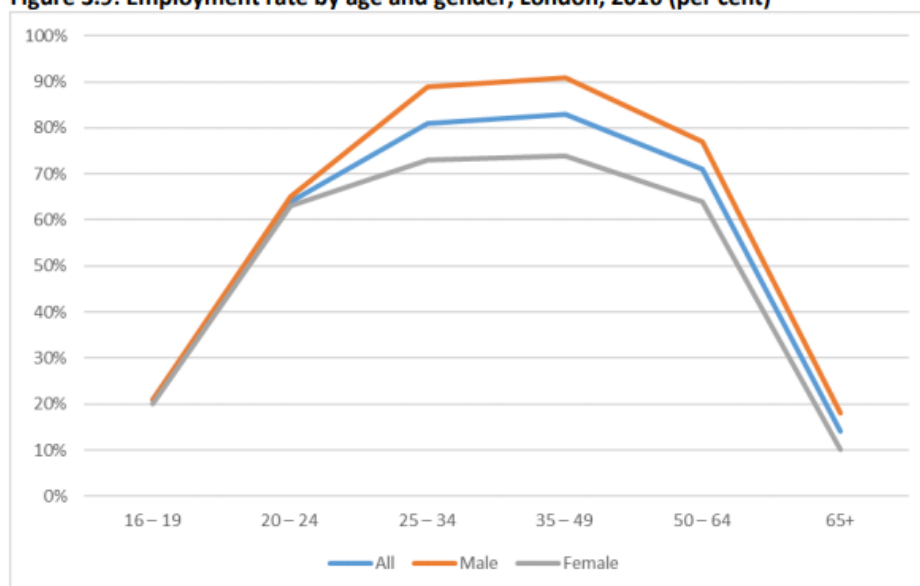
¹⁰ Reed in Partnership (2011), [From Care to Independence: Improving employment outcomes for care leavers](#)

¹¹ St Mungo's Trust (2010), [Work Matters](#)

were employed in 2016, against an average overall London employment rate of 74%. This partly reflects higher rates of participation in full-time education amongst young people, but overall, unemployment amongst young people remains higher than older cohorts.

In London, the unemployment rate amongst young people – those who are not employed, but seeking work – is 28% among 16 to 19 year-olds, and 11% among 20 to 24 year-olds, against a London-wide average of 6%.¹²

Figure 3.9: Employment rate by age and gender, London, 2016 (per cent)



Source: ONS Annual Population Survey Jan-Dec 2016

Although the proportion of young people in London who are NEET has fallen, it is still the case that nearly one in ten (83,000) 16 to 24 year-olds in the city are not in education, employment or training.¹³

1.3 Objectives

The overall aim of this Project is to:

Increase the chances of young Londoners aged 16 to 24 who are Not in Employment, Education or Training (NEET) and have other specific complex needs to achieve sustained education, training and employment results. The Project will focus on young people who are Looked After or leaving care, homeless or at risk of homelessness or facing multiple characteristics of disadvantage.

¹² GLA Intelligence, Equality, Diversity and Inclusion Evidence base for London: May 2018

¹³ Figures from the London Datastore 16-18 NEETS by borough, 16 to 24 NEETS by region, & borough
<https://data.london.gov.uk/dataset/young-people-not-employment-education-or-training-borough>
<https://data.london.gov.uk/dataset/equality--diversity-and-inclusion-evidence-base-2018>

The Objectives are to:

- Reduce incidences of young people moving into and out of training without gaining employment experience, which often leads to long term unemployment or economic inactivity as they go through adulthood.
 - Support Participants to gain an understanding of employment and the world of work through embedded employability skills support.
 - Improve links between delivery partners and other agencies with specialist and localised knowledge of need and knowledge of how to access isolated and hard-to-reach groups.
 - Provide bespoke support to Participants to help them move into education, training or employment (EET), with a minimum of 1321 Participants sustaining an EET destination for at least 26 weeks out of 32. Results will differ by Sub-Lot. Please review the specific requirements in the Sub-Lot sections of this document.

1.4 Project Specific Eligibility and Target Groups¹⁴

Specific eligibility criteria for this Project is as follows:

Young Londoners aged 16 to 24 who are NEET and are either:

- Looked After or care leavers; or
- homeless or at risk of being homeless; or
- fall into two or more of the categories below:
 - lone parent
 - in debt (minimum of £1,000)
 - young carer
 - involved in substance misuse
 - involved in criminal activity

Exclusions:

- Asylum seekers or migrants who do not have permission to work and are not in care.
- Young people who are receiving support through the Work and Health Programme.
- Young people under 18 and in mainstream education who are currently excluded from school (they will be eligible for support via the ESF Continuing Participation and Gangs Prevention Projects).

¹⁴ Please also see the requirements outlined in section 2.4 of the ESF Programme Specification and relevant sections of the Evidence Handbook.

The Project should aim to recruit, as a minimum, proportions of Participants from the Equality Groups set out below.

Equality Groups	Project Target (%)
Participants from ethnic minorities	50%
Female Participants	45%
Participants without basic skills	18%
Participants with disabilities or health conditions	9%
Participants who live in a single adult household with dependent children	5%

Bidders must describe how they will identify, recruit and support eligible Participants from these groups, taking into account any particular barriers to participation.

1.5 Geography¹⁵

Geography will differ by Sub-Lot. Please review the specific requirements in the Sub-Lot sections of this document.

¹⁵ Please also see the requirements outlined in section 2.6 of the Mayor's European Social Fund 2019 -2023 Programme Specification

2. Service Requirements

2.1 Project Deliverables – Expected Stages

The GLA considers successful delivery will incorporate the stages and activities outlined within the table below.

Bidders must demonstrate how they will meet specific criteria. However, there is an expectation that bidders will choose how they deliver their Project, bringing their expertise and a unique approach to delivery.

Stage	Activity
Project Plan	ESF Providers will need to produce a clear Project plan which demonstrates how delivery approaches meet the requirements of both the Specification and the needs of the target group. This will include a strategy for how the ESF Providers plan on working with the other services that the young person may be involved with – e.g., social services, CAMHS, Housing Services. It will also include a plan for engaging with educational institutions, training providers and employers.
Identify and recruit suitable Participants	<p>ESF Providers will be required to establish robust mechanisms for identifying, referring and recruiting Project Participants who meet the criteria set out in section 2. This will include specialist outreach to engage specific target groups and marginalised individuals. Engagement activity must be captured within a clear outreach plan.</p> <ul style="list-style-type: none"> • ESF Providers will be expected to utilise trusted points of entry which could include, but are not limited to: • Local authority employment support services and other teams • Local Authority Children's services and Leaving Care teams • Virtual schools • Voluntary and Community Sector (VCS) organisations working with migrants and refugees • Adult and Community Learning services • Family learning services • Schools and colleges

Stage	Activity
	<ul style="list-style-type: none"> • Children's centres • Health providers • Jobcentre Plus • Other ESF Projects • Self-referrals • Social landlords • Employers • Community centres/hubs and locally-based organisations
Needs Assessment and Bespoke Training Plan	<p>ESF Providers must complete a bespoke training plan for each Participant as part of their enrolment on the Project which builds on existing plans such as Pathway Plans and Education, Health and Care Plans. For each Participant, an initial face-to-face assessment must be undertaken.</p> <p>ESF Providers will be required to assess the Basic Skills requirements of Participants who do not hold Entry Level or above (or equivalent) qualifications in Maths and/or English (including ESOL) on enrolment. Where necessary, Participants should be referred to an organisation which can provide an appropriate certified qualification in Maths and/or English (including ESOL) at Entry Level, Level 1 or Level 2. Bidders will be required to estimate the volume of Participants achieving Basic Skills, and successful bidders will be required to inform the GLA via a periodic narrative of the volume of Participants who have been referred and the volume of Participants who have achieved. Successful achievement is to be verified by Participant self-declaration as a minimum.</p>
On-Project Support	<p>Each Participant will require a support programme that is tailored to meet their needs and delivered through a combination of one-to-one support and group work. It should be based on the achievement of personal goals and provide bespoke support to assist young people's entry into EET. Participants starting the programme should engage in key activities profiled into the first few weeks of delivery so that they can immediately see the benefits of joining the Project. Provision must be available on a roll on / roll off basis.</p> <p>Core activities should include:</p> <ul style="list-style-type: none"> • One-to-one support, using a case worker model

Stage	Activity
	<ul style="list-style-type: none"> • Use of peer mentoring, peer ambassadors, and other positive role models • Motivational and confidence building activities • Life skills, including how to interact with authority figures and how to behave in the workplace • Short courses and skills packages – for example, Construction Skills Certificate Scheme (CSCS), first aid, food hygiene and manual handling or units towards qualifications • Signposting to mainstream delivery and support to access literacy, numeracy and ESOL support (<i>N.B. GLA funding will not fund basic skills support as part of this Project, but we expect Participants to be signposted to other appropriate provision as required</i>) • If supporting into employment: CV, interview skills, and work experience. <p>Example specialist requirements (please note this is not an exclusive list):</p> <ul style="list-style-type: none"> • Conflict management • Behaviour in the work place • Managing drug and alcohol issues • Managing mental health issues (including cognitive based therapy) • Finding suitable accommodation • Financial planning and debt management • Travel training for those young people who need more support
Pre-employment preparation and moving into EET	<p>ESF Providers will have a clear strategy for how to support Participants to become job-ready, including clarity on managing expectations. This would include support with the transition from benefits, conflict resolution, behaviour in the work place, time management etc.</p> <p>ESF Providers will need to provide support to Participants to access relevant and appropriate opportunities. They will need good relationships with local employers and other services which the young person may require to support this transition. Work experience and volunteering should be used where appropriate.</p>
Job Brokerage	Support to Participants to access relevant and appropriate employment opportunities. Bidders should have good working

Stage	Activity
and Employer Engagement	relationships with local employers and wider organisations in order to provide suitable progression opportunities.
Sustaining EET	<p>Bespoke support must be provided to ensure that the Participant sustains an EET destination for at least 26 weeks out of 32.</p> <p>This target group may have particular challenges around sustaining employment, education and training, therefore, a support package will need to be developed to ensure that young people feel encouraged and supported to remain in EET. Where an EET destination that was originally identified with the Participant is not sustained, the ESF Provider must support the Participant to go on to an alternative appropriate EET destination. Support should be available for both the young person and their host educational establishment or employer during this period.</p> <p>During this sustainment period, the ESF Provider should provide an ongoing one-to-one caseworker and/or mentoring relationship with the young person. It is critical that quality support and guidance is available for the young person when 'crisis' or difficult transition points arise. Ongoing support may also include continuation of activities begun during the 'on-programme support' period.</p> <p>This may include:</p> <ul style="list-style-type: none"> • Mentoring and coaching • Conflict management/ resolution • Financial management/ budgeting • Support and guidance on housing and accommodation

2.2 Project Specific Partnership Working

The Project will be underpinned by strategic partnerships. ESF Providers will be required to establish links with local stakeholders, have an understanding of their needs, and develop strong connections with them.

These connections will be key not only to identifying and engaging marginalised individuals, but to helping Participants to access provision and/or re-engage with training and facilitating access to provision more generally through the use of local community

venues and, where appropriate, childcare facilities. This will be crucial to supporting Participants facing multiple barriers to inclusion and integration and building their confidence to access and take up further learning opportunities and employment.

ESF Providers must have appropriate measures in place for referring to other provision which can provide support alongside this Project to address any additional barriers that Participants may have to engaging fully and productively with the Project.

2.3 Project Specific Evaluation

The GLA is committed to promoting the highest standards of evidence and evaluation and requests that all ESF Providers delivering youth contracts validate their work to at least Standard 1¹⁶ through the [Project Oracle Youth Evidence Hub](#). Evidence of this must be submitted to GLA Provider Managers by 30 June 2020.

¹⁶ There is a cost associated with this validation which will come from the overall contract value. This should be taken into account when completing tab '1. Cost Delivering Project' of the PTC. Up to date costs can be found at <https://Project-oracle.com/what-we-offer/impact-pioneers-programme/validation-support/>

3. Budget and Payments

3.1 Overall budget framework and parameters

The budget allocated for the work described in this specification is £7.5m. Budgets will differ by Sub-Lot. Please review the specific requirements in the Sub-Lot sections on pages 15 -19 of this document.

3.2 The Payment Model

Payments will be made on the achievement of results set for each Participant who progresses through the key stages of the Project. All payments are based on a model which reflects the payment stages indicated in the table below.

Anticipated Proportions of Funding for Trigger Payment Activities	
Input/Output/Results	% of payment
Advance payment (to be reclaimed from Participants entry into EET)	10%
Participants starting on the Project	30%
Participants gaining entry into EET	30%
Participants sustaining an EET destination for 26 weeks out of 32.	40%

By completing the Payment Trigger Calculator (PTC)¹⁷, bidders will be able to determine the value that they are paid for each individual output by selecting the volume of Participants whom they think will engage at each paid stage of delivery.

¹⁷ Please also see the requirements outlined in section 4 of the ESF Programme Specification, paragraph 179 of the Delivery Handbook, and Volume 4, Annex 22.1 of the Tender

Sub-Lot 10b: Targeted NEET - Local London

1. Geography¹⁸

The contract for Sub-Lot 10b will be awarded to cover the Local London Strategic Sub-Regional Partnership area (Sub-Regional Partnerships, and the boroughs they cover, are outlined in the ESF Programme Specification).

2. Budget

Available budget for Sub-Lot 10b	Primary Result
£2,318,073	<p>A minimum of 410 Participants will sustain an employment, education, or training destination for 26 weeks out of 32, where:</p> <ul style="list-style-type: none"> • 16 and 17 year olds must enter a 'Raising the Participation Age (RPA)-compliant¹⁹ EET destination which must be sustained for 26 weeks out of 32, and • a minimum of 50% of 18 to 24-year olds enter either employment or an apprenticeship.

¹⁸ Please also see the requirements outlined in section 2.6 of the Mayor's European Social Fund 2019 -2023 Programme Specification

¹⁹ Department for Education

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/561546/Participation-of-young-people-in-education-employment-or-training.pdf

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