

# Building Better Opportunities

## Project outline

For use in England only



<b>Project title</b>	Project 1 of 1 - Pathways to Employability
<b>Project reference number</b>	BTV/2/1
<b>LEP area</b>	Buckinghamshire Thames Valley
<b>ESF Thematic Objective</b>	9: Promoting social inclusion and combating poverty
<b>ESF Investment Priority</b>	1.4: Active inclusion
<b>Funding available</b>	£1,159,100
<b>Project start period</b>	July 2016 to November 2016
<b>Latest date for completion</b>	December 2019
<b>Date open for applications</b>	8 October 2015
<b>Deadline for stage one applications</b>	12 noon on 30 November 2015

## Important information about this project outline

This project outline represents just one strand of the overall funding that is available through Building Better Opportunities. As this is a joint programme with the European Social Fund, we will only consider applications that clearly meet a project outline and meet the requirements set out in our **programme guide**.

As you read this project outline, please note the following:

- This project outline is subject to any changes made by the European Commission or the Managing Authority to the rules governing ESF in England. The Big Lottery Fund will upload any updates to <https://www.biglotteryfund.org.uk/esf>. It is your responsibility to review the page regularly to keep abreast of any changes that may have an impact on your application.
- You must apply for the full amount of **funding available** shown, which we will award to just one applicant or partnership to deliver the project described in this outline.
- The project must be delivered in the **LEP area(s)** shown and within any specific **project location** we've identified within this outline.
- You must plan to **start** and **complete** your project by the dates indicated. By 'complete' we mean that you must have spent and claimed all of the grant and closed your project.
- Your proposed project must align with the **project description** we've provided within this outline and include any specific activities listed.
- You must submit your stage one application by the **deadline** we've given above.
- Your proposed project should include appropriate links to potential employers and self-employment opportunities. The specific interventions must enable a comprehensive assessment of an individual's needs that are tailored to help them move towards work and out of poverty.
- You must demonstrate that the activities you are proposing will be additional to any national and statutory provision. This could include, for example, wrap around support that works with people to overcome the barriers that prevent them engaging effectively with statutory provision, or more in-depth and intensive support to the most disadvantaged people, which they can access alongside the statutory provision they are entitled to.
- Activities must be locally accessible and be led by skilled front line staff.
- The people who will benefit from the project must come from the eligible participant groups we've identified in our programme guide, with a specific focus on those unemployed or economically inactive, furthest from the labour market, and most at risk of social exclusion. We may also specify particular **project participants** within this outline that must benefit from some or all of the activities you'll deliver.
- You must be confident that you'll be able to deliver the **project outputs and results**, taking into account the value, length and nature of the project we've described. We will monitor the delivery of the project to ensure these outputs and results will be met over its lifetime.
- You should have experience of delivering similar services and of identifying and working with people who face significant challenges to engaging with the labour market. You must demonstrate an understanding of the needs of local people, and show how you will work with existing local providers of related services and engage those most in need in the local area.
- Organisations can be involved in more than one application, either as a lead or a partner. However, lead partners might set their own requirements on partners' involvement in other applications so please check local requirements with the lead partner.
- Subject to satisfactory performance, there may be the potential to extend the project duration and/or increase the funding available for this project once activities have commenced.

If you think your organisation, or a partnership led by your organisation, would be able to deliver the project we've described then you can request a stage one application form on our website [www.biglotteryfund.org.uk/esf](http://www.biglotteryfund.org.uk/esf).

## Project background

The Buckinghamshire Thames Valley (BTV) Local Enterprise Partnership (LEP) has identified a need to focus on the active inclusion of disadvantaged people, supporting them to improve their employability and address barriers to work. BTV incorporates both urban areas and rural areas with issues of isolation, as well as regions which have pockets of high Black and Minority Ethnic (BAME) communities who can face additional barriers to work such as language issue and employer discrimination.

BTV has a comparatively low benefits-claimant count but it is estimated there are 17,000 residents in receipt of out of work benefit, over 10,000 of who are in receipt of Employment and Support Allowance (ESA). Additional support to progress into employment is likely to help some ESA claimants, as well as other disadvantaged groups such as lone parents, people with multiple and complex needs and Work Programme completers.

A pilot project in Chesham has identified that co-locating employment support services in local community facilities (where statutory health or social care services and/or third sector support for individuals with complex needs are already available) can help them to engage with particularly hard to reach groups and support those with especially complex needs. Providing personal, intensive, compassionate and listening support activities targeted at the 'hardest to help' in these kind of settings has been proven to deliver improved employment outcomes in recent years.

This project will support people who have not had a job for a long time and who face multiple barriers in finding and keeping a job to enter into sustainable employment and change their life chances dramatically.

It aligns with the LEP's European Investment Strategy, which forms part of its Strategic Economic Plan. There is particular relevance to the strategy's priority 4: 'skills for the unemployed by promoting social inclusion amongst disadvantaged groups and providing employment support'. The project also directly supports the strategic objective of 'Promoting Social Inclusion and Combating Poverty' as a specified priority within the 2014-20 EU SIF programme. It will focus on the active inclusion of disadvantaged people who are furthest from the labour market in order to improve their employability.

The impact of a more intense and in depth approach should contribute significantly to breaking the cycle of deprivation in some of the most deprived wards in BTV.

## Project aim

This project aims to provide a proactive outreach service, engaging and then supporting people furthest from the labour market to move towards employment.

It should take account of external factors which act as barriers (such as health issues, drug and alcohol dependency; lack of transport, rural isolation and limited employment opportunities) and help participants to address or overcome these by delivering suitable support.

It will improve accessibility to support for people in areas most in need. It will build on, not duplicate, existing provision to inspire local job creation and encourage employers in the BTV LEP area to recruit from their local communities.

## Project description

The specific activities to be delivered through this project should be determined by applicants and clearly articulated in their stage one application form, but possible activities could include:

- engaging and supporting disadvantaged people to enable them to share experiences and explore ways to overcome barriers to employment, education and training;
- creating peer groups to support participants to stay in employment, education or training;

- outreach work, taking employability support out into the community to make it more accessible to particular participants (i.e. lone parents accessing services in children's centres);
- providing more intensive support to tackle barriers for those individuals that have multiple or complex needs that may inhibit their route into employment, education or training, including referring and signposting to existing mainstream provision where relevant;
- job search, volunteering and work placement opportunities;
- pre-employment training and support. This could include work-readiness provision including confidence-building, mentoring, peer to peer support, basic skills, skills for life, digital skills or more specific training;
- intervening at critical phases of the employment journey where individuals with multiple problems may require additional support.

Applicants are encouraged to consider a wide range of innovative delivery models.

### **Project location**

The project should be delivered across the BTV LEP area, including in more rural communities, and should include specialist provision for people located in the main urban centres of Aylesbury, High Wycombe and Chesham.

### **Project participants**

All participants must be unemployed or economically inactive as defined in our programme guide.

The project will have a specific focus on people who are most at risk of social exclusion. This includes, but is not limited to:

- people suffering from multiple and complex problems;
- people who have not been employed in the last 12 months and those who are at particular risk of not finding full time employment after 12 months as being registered unemployed;
- people from BAME communities;
- people experiencing isolation;
- people who are homeless or in housing need;
- lone parents, particularly those with children under 5 years of age.

Whilst we can support activities for young people between the ages of 15 and 18, there is a new statutory requirement for this age group to remain in education, employment or training. We can only pay for activities working with young people who are aged 16-29 and who are not in education, employment or training (NEET) and young people aged 15-18 who are NEET or at risk of becoming NEET. Young people below the age of 15 are ineligible participants. Unless the project is specifically aimed at young people, those aged 29 and above remain eligible participants.

### **Project outputs and results**

The project must deliver the following outputs and results within its lifetime:

- At least 293 people are engaged in activities to improve their work readiness, including at least:
  - 146 men;
  - 147 women;
  - 147 people who are unemployed;

- 146 people who are economically inactive;
- 46 people who are 50 or older;
- 60 people with disabilities;
- 45 people from ethnic minorities.

NB each person can be counted against more than one category.

- At least 17 per cent of the people enrolled on the project move into education or training on leaving.
- At least 14 per cent of people move into employment, including self-employment, on leaving. Of these, 50 per cent must have been unemployed when joining the project and 50 per cent must have been economically inactive.
- At least 27 per cent of people who were economically inactive when joining the project move into job-search on leaving.
- In addition, you must ensure that anyone who needs access to childcare in order to participate in the project receives childcare support. This will be checked through a survey run by the Managing Authority.

These are the **minimum** targets we expect your project to deliver within its lifetime. Tell us if you will be able to support more people through the project, as this could have a bigger impact. Our assessment of your stage one application will take into account the different types of change that participants of the project will experience. If you are successful at stage one, we will ask you to develop a set of project outcomes that you will deliver alongside the outputs outlined above.