

Building Better Opportunities

Project outline

For use in England only



Project title	Project 4 of 4 Integration of marginalised and vulnerable new migrants
Project reference number	Lee/2/4
LEP area	Leeds City Region
ESF Thematic Objective	9: Promoting social inclusion and combating poverty
ESF Investment Priority	1.4: Active inclusion
Funding available	£2,817,200
Project start period	July 2016 to November 2016
Latest date for completion	December 2019
Date open for applications	8 October 2015
Deadline for stage one applications	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.

Project background

The number of migrants in Leeds City Region (LCR) is growing, including the number of vulnerable migrants. Within migrant groups there is great diversity, but there are a number of groups with particular vulnerabilities, facing disadvantage and deep exclusion. There is also a need for specific support for integration for groups such as Gypsy Roma, asylum seekers and refugees, victims of trafficking and forced labour and some 'family joiners' (people who move to England to join their family, and are then isolated from the wider community), particularly women.

The largest of the new migrant groups with significant numbers in Leeds City Region is Gypsy Roma. Although the statistics on particular groups of vulnerable migrants are less reliable than overall statistics, Migration Yorkshire estimates that the Gypsy Roma vulnerable migrant communities total approximately 30,000-45,000 people, equating to one per cent - 1.5 per cent of the LCR total population.

This project has been developed with input from key organisations in the City Region who are working with marginalised and vulnerable new migrants, both through sounding groups (held on 4 December 2013, 22 October 2014, 28 January 2015 and 23 March 2015) and through the submission of written research and evidence. The outcomes and learning from earlier programmes in the City and wider region that worked with new migrants, through providing assistance into employment, have also helped to shape this project. Evidence has also been gathered to measure the positive economic impact of projects in the City Region which have supported the target group with, for example, programmes of life skills and employment skills.

Migrants, including refugees, experience disproportionately high levels of unemployment. Furthermore, there is evidence that refugees are disproportionately concentrated in low skilled, low paid and insecure jobs with poor working conditions, despite the fact that refugees are generally well qualified. An Ipsos MORI survey found that one fifth of refugees' occupations had changed out of the need to take any available job, while one third of refugees who worked in their home country and in the UK have a lower social grade since moving to the UK. A report by the National Audit Office and the Centre for Economic and Social Inclusion found that a quarter of refugees were in temporary posts, mostly because they could not find a permanent post.

Other issues facing refugees and some other vulnerable migrant communities seeking employability training and employment include the expected issues of 'chaotic' lifestyles including inadequate or temporary accommodation, the prevalence of chronic mental and physical health issues; the breakdown of family groups and enforced separation.

Much of the current employment and training provision for vulnerable migrant communities and refugees is not holistic and is offered in isolation to the other issues that the recipient is facing. English for Speakers of Other Languages provision is not always available, and what is provided is generally not tailored to the needs of the individual, which leads to a high drop-out rate. Language needs vary greatly from those who have little English to those who are highly proficient in the English needed in their professional life but need more support in other areas.

Current work placements and other job experience opportunities are often too short and do not allow participants sufficient time to acclimatise to a different language and a different culture of work. The lack of appropriate professional work experience and training that would assist people back into the sort of work they did in their country of origin often leads them to accepting jobs that are paid less well and are less secure. This project will therefore address those complex barriers faced by marginalised and vulnerable new migrants in seeking and obtaining employment

There are four projects being delivered in the Leeds City Region area through Building Better Opportunities in tranche two:

- Project One - Early Intervention for families at risk of becoming troubled families - Bradford and Leeds
- Project Two - Early Intervention for families at risk of becoming troubled families - Calderdale, Kirklees and Wakefield

- Project Three - Early Intervention for families at risk of becoming troubled families - York, Craven, Selby and Harrogate
- Project Four - Marginalised and Vulnerable New Migrants

Applicants should ensure they are fully aware of the other projects we will be funding in the Leeds City Region area even if they only plan to submit an application for this project.

Project aim

This project aims to provide targeted support to address the complex barriers faced by marginalised and vulnerable new migrants in seeking and obtaining employment.

An extensive variety of interventions will be required, with participants likely to include those with a wide range of experience, including those with no education or work experience at all and those who are professionally qualified.

The project will therefore need to:

- provide flexible and regular personal advisor support to participants and engage employers in order to broker jobs for participants;
- be culturally sensitive, with some provision for people whose first language is not English;
- provide specialist support to address the issues faced by migrants, asylum seekers and refugees, such as referring participants to appropriate services within the asylum system;
- form strong links to migrant 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:

- individual key worker support - providing a 'navigator role' between services and partners and a central point of contact for the participants (from initial advice/triage/assessment of eligibility);
- working with other local providers and referring participants on to other local provision as appropriate;
- orientation to live in this country for those who need additional help, such as support to register with doctor, dentist, how to use public transport, etc;
- employment and mentoring support to support adaptation to the UK labour market, including promotion of entrepreneurship;
- help with CV preparation, support to apply for jobs, practice job interviews, support to develop required skills such as IT skills;
- employer engagement through work experience/volunteering and support and information for employers;
- language support, for example basic conversational English up to International English Language Testing System level (IELTS), moving to English for Speakers of Other Languages (ESOL) support as required;
- interpretation services, as required;
- support for people to raise their ambitions and aspirations.

The successful applicant will ensure that participants receive bespoke and personalised support based on an assessment of needs and ambitions undertaken at the outset of support. It is key that applicants are able to identify how they will support a highly diverse participant group.

This project should focus on tackling entrenched exclusion and should aim to build upon the good

work already taking place in the Leeds City Region. The most effective measures to tackle exclusion for this group are those which address their basic needs, build trust and understanding, and tackle all aspects of social exclusion. Tackling these issues is essential as the first step towards social inclusion and the longer-term goal of sustainable employment for those more removed from the labour market.

The project should work with other local providers, be client-focused and flexible to individual needs and differences in need across each local area. It may best be supported by a Key Worker model, developing active links between people working on the mainstream programmes and this project.

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

Project location

The project should be delivered across the Leeds City region area, (excluding Barnsley which sits within the Sheffield City region for European Structural and Investment Fund (ESIF) purposes).

Project participants

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

The project will have a specific focus on vulnerable and marginalised new migrants, excluding students and those on the Work Programme, and should work with people from the following groups:

- Gypsy Roma;
- Refugees (people who have had a positive decision on their claim for asylum under the 1951 United Nations Convention relating to the Status of Refugees);
- Individuals granted Humanitarian Protection (that is, not a refugee but has a well founded fear of persecution or is at real risk of serious harm);
- Individuals granted Discretionary Leave to Remain (on the basis of requiring medical, social or another form of assistance in the UK, other cases where return would breach the European Convention on Human Rights and other exceptional circumstances);
- Individuals who have had a Family Reunion application approved because they are the partner or child / dependent of a person granted asylum, Humanitarian Protection or Discretionary Leave to Remain;
- Asylum seekers possessing an Application Registration Card with “employment permitted” or “work allowed”;
- Victims of trafficking / forced labour / labour exploitation;
- Isolated family joiners (particularly women);
- Young people who have been separated from their families;
- Individuals with little or no English language ability.

Participants might be either claiming an inactive benefit, such as Employment and Support Allowance or Income Support, other benefits like Jobseeker’s Allowance (JSA) or may be not claiming any benefits.

JSA claimants who have not yet been referred to the Work Programme may also be offered support, although applicants will need to consider how any potential requirement that the individual complete the Work Programme be managed (e.g. by providing shorter or more targeted support).

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 706 people are engaged in activities to improve their work readiness, including at least:
 - 353 men;
 - 353 women;
 - 353 people who are unemployed;
 - 353 people who are economically inactive;
 - 108 people who are over 50 or older
 - 144 people with disabilities;
 - 565 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.