

UKSPF Proposal Template - Supporting People and Skills Investment Priority

Project: NEET LA Grant programme

Local Authority: Tameside Metropolitan Borough Council

1. Please provide an overview and description of the project including;

- Project name
- Overview of project
- Objectives and intended impact of the project
- Proposed model of deliver (as a minimum, please include information on mental health support and Youth Voice)
- How will you add value to existing NEET reduction plans and apply learnings to enable continuous improvement
- Which of your local wards/areas do you want to prioritise via this grant funding?

Project name

Tameside Futures

Overview of project

The project will seek to work with young people aged 15-18, 15-21 if care experienced and 15-24 for the EHCP cohort where the young person is at risk of NEET, NEET or their status is unknown to progress them into or towards EET outcomes.

Objectives and intended impact of the project

- Decrease levels of young people identified as at risk of NEET transitioning into NEET
- Reduce NEET levels for priority groups
- Reduce the disparity in NEET levels for priority groups against whole age cohort
- Reduce levels of young people aged 16-18 whose situation is not known – e.g. not engaged with post 16 services and destination not confirmed via established Local Authority tracking duties
- Increase participation levels of priority groups
- Enable fast access to mental health support for those who need it

Proposed model of delivery (as a minimum, please include information on mental health support and Youth Voice)

This project will build on cross Directorate and partnership work in Tameside. Delivery will be primarily through the creation of Engagement Officer / Mentor roles who will link with existing teams for the additional resource required that will allow an increased focus on EET destinations. This will act as a 'link' team between the services who work with our young people, including Youth Justice Services, Virtual School, SEND, Leaving Care, Young Carers, SHIFT, Staying Close, Youth Employment Support, FE Pastoral teams, our



Careers guidance team and the EET opportunities which include the offer from Further Education, Apprenticeships, Supported Internships and employment.

The need for support for young people with an EHCP has been highlighted and we will extend the successful Routes to Work supported employment model to create a role that will focus on EET outcomes for young people with health barriers. The role will have matrix management from the Routes to Work manager and the Tameside Futures team.

Additional Mental Health support will also be commissioned, following a recent commission for the Staying Close project this will be duplicated to create additional support that young people can access as there will be crossover from both projects.

The proposed staffing model is shown below:

Engagement	Outreach & detached - 2 x Support Worker
Mentoring	1 x Support Worker 1 x Disability Specialist Supported Employment Support Worker 1 x Partnership & Engagement Officer
Mental Health	Support via Big Life Living Well specialist
Administration	Business Administration Apprentice

In addition to staffing, a proportion of the fund will be allocated to the creation of job opportunities using the Tameside Youth Employment Scheme model which reimburses employers for the critical first months of employment. This has been successful in creating roles for care experienced young people in a tolerant environment enabling a routine to be established and employer expectations understood, leading to sustained employment.

A smaller allocation is set aside for the spot purchase of support or specific training where not already available or to overcome other barriers to EET outcomes. Existing support will be considered before the use of this fund.

Whilst the timescale for the development of this proposal has not allowed for consultation with young people, this will be included as the project implementation begins following the Lundy Model. Consultation has taken place with a range of professionals from the teams mentioned above with the aim of ensuring that the plan has the involvement of all required partners.

How will you add value to existing NEET reduction plans and apply learnings to enable continuous improvement

The model detailed above takes learning from successful work and extends it to reach a wider number of young people, by extending existing work and engaging with young people where possible via existing relationships with professionals.

By using existing teams who are already in contact with many of our young people and adding to their resource we are reducing the barrier of young people being required to engage with an unknown external service with the aim of breaking down the barriers to EET conversations. This will enable continuous improvement by bringing professionals working with young people closer to EET outcome services and demonstrate the positive outcomes of young people engaging in education, employment or training.

Previous work has demonstrated that navigating the options and opportunities available can be overwhelming and confusing, for both professionals and the young people they are supporting. The additional resource, who will be aware of the EET offer, will help overcome this barrier.

Continuous improvement will be achieved by regular reviews of the offer to consider what's working, what's not and what's missing. This will not be viewed as a 'static' offer and the additional resource recruited will be encouraged to continually shape the project, as the cohort being supported needs.

Which of your local wards/areas do you want to prioritise via this grant funding?

The grant funding will be prioritised to groups of young people where cohort levels are high, for example known at risk of NEET include young people enrolled in PRU and/or alternative provision as well as EHE (elected home educated), and not by geographical location.

2. Please describe the strategic fit/context of your proposal including how it:

- Supports the relevant [Greater Manchester Strategy](#) shared commitments.
- Complements and aligns with other elements of NEET provision you deliver; please detail the values of your current NEET provision that will run until March 2025 as we are asked to report Leverage to DLUHC.

This work supports a number of GM Strategies, including:

- Work & Skills
- Good Employment Charter
- Social Value Priorities
- Children & Young People's Plan

This also aligns with Tameside's Corporate Plan, Priority 2 Aspirations & Hope (young people going into Higher Education; Number of 16-19 year olds in employment or educated) and Priority 2 Work, Skills & Enterprise (Increase the number of people earning above the Living Wage; Working age population with at least Level 3 skills; Increase the number of good quality apprenticeships delivered).

As referenced in section 1, this work will sit within the matrix of existing work to support NEET, and at risk of NEET, young people including but not limited to Youth Justice Services, Virtual School, SEND, Leaving Care, Young Carers, SHIFT, Staying Close, Youth Employment Support, FE Pastoral teams, and our Careers guidance team. This brings additional resources both to these teams and into this project.

3. UKSPF Ways of Working

Please explain how you will ensure that this project will:

- Move Greater Manchester closer to its 2038 Net Zero Carbon target by supporting business to adapt to environmental issues.
- Reduce the inequalities that exist within GM, as outlined in the Greater Manchester Strategy – this should include how the project will engage and work with key equalities groups to ensure representative participation across the programme.

<ul style="list-style-type: none"> • Will contribute to Greater Manchester’s Social Value Framework. 			
<ul style="list-style-type: none"> • Move Greater Manchester closer to its 2038 Net Zero Carbon target by supporting business to adapt to environmental issues. <p>Whilst this project does not directly support businesses or focus on Net Zero Carbon targets, the additional talent that will be developed for employers to build productivity will have a longer reach.</p> <ul style="list-style-type: none"> • Reduce the inequalities that exist within GM, as outlined in the Greater Manchester Strategy – this should include how the project will engage and work with key equalities groups to ensure representative participation across the programme. <p>This project will operate under the Tameside Equality Strategy 2023 – 2027 which has adopted Cared for Children and Care Leavers as a protected group. https://www.tameside.gov.uk/TamesideMBC/media/Comms/Equality-Strategy-2023-27_1.pdf</p> <ul style="list-style-type: none"> • Will contribute to Greater Manchester’s Social Value Framework. <p>This project will continue work taking place to tackle the inequalities around us by helping young people to progress positively in their lives and will utilise social value commitments from businesses that we work with and procure services from to reach these outcomes. We will encourage the creation of opportunities within local employers and the sponsorship of events by those based elsewhere to ensure that the maximum impact is achieved.</p>			
<p>4. Engagement and stakeholder management</p> <p>Please detail your proposed engagement and stakeholder management strategy for engaging with local communities to deliver the People and Skills NEET programme.</p>			
<p>A Stakeholder Group will be created to engage with all partners on this project, this will meet monthly to review engagement and consider where additional partners, such as community groups or delivery partners, can add value.</p> <p>With the overall outcomes in mind, all staff recruited to the project will be managed to ensure that workloads are realistic and engagement levels will be monitored with this in mind. Whilst the targets are important, approaching them in a way that ensures quality of delivery is paramount.</p>			
<p>5. Deliverability of proposal</p> <p>A) Please see Annex A to provide a full expenditure profile and output and outcome profile.</p> <p>B) Please provide a detailed breakdown of the expected costs incurred to deliver this service in this section of the template.</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <tr> <td style="width: 30%; padding: 5px;">Engagement</td> <td style="width: 40%; padding: 5px;">Outreach / detached work (2 staff)</td> <td style="width: 30%; padding: 5px; text-align: right;">£40,000</td> </tr> </table>	Engagement	Outreach / detached work (2 staff)	£40,000
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F2F support	Mentors / Keyworkers (3 staff) & admin	£62,000
Mental Health	External provision commissioned	£15,000
Employment	Employment - YES - Youth Employment Scheme	£35,000
Support fund	Personal support fund to overcome barriers	£11,000

The above costs are for the period from implementation to 31 March 2024 and are estimated to allow for the recruitment period which has variables such as candidate interest and notice periods from current roles. The exact figures will be monitored within the contract management of this work.

- C) Please explain what processes you will have in place to manage delivery of the programme. This should include;
- How you will manage performance to ensure delivery of the agreed UKSPF outputs and outcomes. Please note, that all outcomes will need to be achieved and evidenced by 31st March 2025 when profiling this section.

The NEET Project Manager funded by GMCA will work closely with our UKSPF Project Manager to ensure that the agreed outputs and outcomes are monitored, recorded and reported on as required. The evidence required for outcomes has been noted and will be followed. Once the CRM is in place and the links to GMIT understood, we will develop a process to ensure that the evidence required for each output and/or outcome is correctly gathered and recorded.

The process for monitoring and evidencing delivery will be set out clearly so that all staff working on the contract are able to support with this and training will be provided. Monthly staff 1-2-1's will review this and provide additional support where needed.

Contract monitoring will take place monthly internally with reviews of progress and to understand any issues with evidence requirements to allow this to be resolved. Weekly management meetings will also take place to ensure that any emerging issues are resolved. Support from management with strong experience in contract delivery will be provided, this includes staff with experience of delivering, managing and contract management of Flexible New Deal, Work Programme, and Skills for Employment contracts all of which required specific evidence and monitoring.

- How you will meet the agreed minimum expenditure profile (as provided in Annex A).

This will be met through the recruitment of the resource set out in section 1 of this document.

- What the internal governance arrangements for this programme will be; is this a new governance structure for this programme or will it be an existing forum. What are the main terms of reference relating to this grant?

Internal Governance is current in process, the report has been tabled for Cabinet in August 2023 and seeks delegated authority for the Director of Place to sign the Grant Funding Agreement. Reports on progress will be taken to the UKSPF Board, chaired by the Director of Place. The UKSPF Board provides quarterly progress reports on all UKSPF work in Tameside to Senior Leadership Team and Executive Members via Cabinet. Regular briefings are also scheduled with relevant Executive Members, for the

NEET work this will be Councillor Leanne Feeley, Executive Member for Achievement & Education, and Councillor David Sweeton, Executive Member for Inclusive Growth, Business & Employment.

6. Route to market for the NEET's grant

Please indicate your intended route to market: -

- Via a contract variation to an existing NEET contract
No
- Via procurement
Yes, for mental health support. This has recently been commissioned for the Staying Close contract and the model will be followed.
- Via In-house delivery
Yes, for additional resource as set out in section 1
- Other

Please detail any considerations you would like to make the GMCA aware of and include a project implementation and risk plan with the expected contract start date.

A project implementation and risk plan has been included, however the contract start date is subject to the receipt of the grant funding agreement from GMCA as the date for this has not been specified.

7. Please confirm you considered SUBSIDY CONTROL.

Yes, the subsidy control questionnaire has been considered and this is confirmed not to be a subsidy.