

Bromley Youth Employment Project Phase 3 – Bromley EBP Proposed Delivery Model **DRAFT**

Objective 1: Increase the supply of employment opportunities to support young people in Bromley

	Identified Need / Recommendation	Programme Activities	Target Client Group	Aim	To include	Key staff	Outcomes Over <u>Two Year</u> Period
A	Implement a Borough-wide Employer Engagement Programme to support the generation of employment opportunities	<ul style="list-style-type: none"> Engage with local employers through a range of activities including business breakfast information sessions, networking events, conferences etc. Work closely to support employers to overcome any perceived barriers to recruitment of young people and encourage them to create opportunities where relevant Identify and work with representatives from sectors relevant to the needs and aspirations of targeted groups Work with LBB Economic Partnership Group and TCM to build engagement with new local employers 	<ul style="list-style-type: none"> Local and national employer organisations Skill Sector organisations business organisations within Bromley, with particular focus on SMEs* businesses new to the local area 	<ul style="list-style-type: none"> To provide support to local businesses seeking to employ young people to support private sector growth To help generate good quality employment opportunities including apprenticeships as well as work experience placements 	<ul style="list-style-type: none"> A strategic marketing campaign Programme of at least 3 employer events per year Facilitation of follow up meetings (1:1) with interested employers from range of sectors 	LH Ops Mgr/ BLCs LH Ops Mgr/BLC Project Team	<ul style="list-style-type: none"> Mass direct marketing to over 3,000 employer organisations 400 employers participating in awareness raising events or involved in 1:1 focus support Develop a programme of employer led work related learning activities Relationships with employers from a range of sectors that closely reflect young people's aspirations and help stimulate economic growth. 50 Contracted employment opportunities sustained for 6 months created over two years for young people close to the labour market. 6-monthly analysis to ensure sector representation meets needs of young people.
B	Recruit a BEBP WEX Placement Coordinator to support the project	The work will include: <ul style="list-style-type: none"> Promoting the project to employers, young people, their carers and within LBB Council depts. Managing a caseload of young people to provide a service to support their transition to work Assisting with the programme of work experience opportunities for 35 young people from Bromley schools within LBB 	Employers, young people, Carers and LBB Council departments	<ul style="list-style-type: none"> To continue to develop a framework within LBB to extend employment opportunities/work experience and apprenticeships To ensure LBB is supporting the local community with employability skills through the school work experience scheme 	Salary and overhead cost to employ a Placement Officer (BR8)	Ops Mgr BLCs	<ul style="list-style-type: none"> 70 young people (16-18) from local Bromley schools to undertake a work experience placement within a range of LBB departments across the Council. This links with promotion and development of the LBB Apprenticeship programme. Ensure LBB Managers are aware of the menu of support of work related learning opportunities and are expected to contribute to it. 35 students from Bromley schools to undertake relevant work placements within LBB
C	Identification/Need Support the Government's Apprenticeship 2020 Vision	<ul style="list-style-type: none"> Work with London Councils Apprenticeship sub group to share good practice to inform strategy for LBB Council to comply with April 2017 Levy 	<ul style="list-style-type: none"> London Councils LBB strategic working parting departments within LBB 	<ul style="list-style-type: none"> To develop a realistic strategy to comply with Enterprise Bill with effect April 2017 To ensure future commissioning work includes 	Strategic plan to be endorsed and approved by CLT and Members Development work	LH Placement Coordinator Graduate Intern	A strategic policy outlining the commitment of LBB to the Apprenticeship agenda and how it will be implemented Legacy of a strategic approach, to ensure ongoing provision of employment opportunities for young people within LBB and

	Identified Need / Recommendation	Programme Activities	Target Client Group	Aim	To include	Key staff	Outcomes Over <u>Two Year</u> Period
		<ul style="list-style-type: none"> Generate discussions with commissioning for a strategic approach for future contracting (Section 106) Work with LBB Departments and the supply chain to encourage the offer of apprenticeship opportunities ensure LBB commitment to the 2020 apprenticeship vision within the local authority, its partners and supply chain 	Contract Partners through the supply chain	<ul style="list-style-type: none"> commitment to the apprenticeship agenda To ensure a range of apprenticeship qualification opportunities are offered to Bromley young people To work with the LBB Supply Chain to help achieve the Council's target 	<ul style="list-style-type: none"> around invoking Section 106 on relevant contracts Working with Depts across LBB to develop the apprenticeship offer 		<ul style="list-style-type: none"> supply chain 25 Apprenticeship opportunities within a range of work created within LBB and the wider supply chain during 2017/18
D	Recruit a Graduate Intern to support the generation of employment opportunities for vulnerable young people. The Intern will also support the Apprenticeship 2020 vision in LBB and work with the (VCSE) sector to continue their work on employability opportunities.	<ul style="list-style-type: none"> increasing the offer of work related learning experiences and placements for vulnerable groups identified eg CLA , YOS, Young Carers Support LBB departments to engage with the Apprenticeship 2020 vision Continue to implement the established strategy to increase the offer of work experience, traineeships and internships within the local VCSE sector 	<ul style="list-style-type: none"> Vulnerable young people with particular focus on the CLA LBB department Managers All voluntary and community organisations (VCOs) 	<ul style="list-style-type: none"> To provide the 'corporate parent' role in supporting and assisting Looked After Children to access the workplace and future employment opportunities To support the implementation of the overall programme objectives by prioritising vulnerable groups, increasing the apprenticeship opportunities and working through multi-agency collaboration in specific communities To provide support to local VCOs seeking to employ young people, leading to improved capacity and improved organisational performance 	<ul style="list-style-type: none"> Salary and overhead cost to employ a Graduate Intern (BR2) 	<ul style="list-style-type: none"> Ops Mgr CLB CEO 	<ul style="list-style-type: none"> 100 work related learning opportunities (to be prioritised to vulnerable groups including CLA , YOS, SEND and entrenched NEET) including: <ul style="list-style-type: none"> Workplace visits/Work Experience Employability workshops(CV, Research and I/V) Volunteering opportunities Vocational taster sessions Employer talks/career ideas 1:1 Mentoring 25 apprenticeship opportunities facilitated within LBB 8 Apprenticeships opportunities across the VCSE sector
E	YES Project Management	<ul style="list-style-type: none"> Organise and facilitate project meetings to set objectives and monitor progress Retain appropriate evidence for MIS/accountability Facilitate, organise and provide management reports for YES Project Board Ensure compliance with E & R PDS by providing regular committee reports 	Project Board E & R PDS	<ul style="list-style-type: none"> To ensure transparency and accountability of the project To maintain financial scrutiny of the project 	<ul style="list-style-type: none"> Project Management lead by Ops Mgr Support by Contracts and Finance Officer 	<ul style="list-style-type: none"> LH SM 	<ul style="list-style-type: none"> Robust Management Information and evidence of targets and outcomes Compliance with Governance rules set out at beginning of the project to report to a Project Board and PDS

Bromley Youth Employment Project2 (Phase 2) – Bromley EBP Proposed Delivery Model

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Objective 2: Improve Work Readiness of Young People in Bromley

	Identified Need / Recommendation	Programme Activities	Target Client Group	No. of Young People	Aim	To include	Key Staff	Outcomes Over Two Year Period
E	<p>Deliver a borough-wide 16+ Employability Support Programme</p> <p>Provide support with programmes for sixth form students close to the labour market to help with transition to the workplace</p> <p>Provide programmes of work related learning support and employment opportunities for vulnerable young people including those referred by CLA, YOS, Young Carers SEND.</p> <p>Contribution of funding for one day of a key staff member within BYSP with expertise and knowledge of CLA and YOS to work on the project.</p>	<p>Next Steps Employability Conferences supported by local/national employers to include sessions on:</p> <ul style="list-style-type: none"> Researching current work opportunities Psychometric testing/skills analysis Speed networking group work with business representatives from a range of employment sectors CV/Interview support 	<p>School/college students Yr12 (16/17yrs) on one year courses and Yr13 (17/18 yrs) not going on to Higher Education</p> <p>All Bromley Schools with particular focus on those with poor performance on the participation of their school leavers</p>	900 (over two years)	<ul style="list-style-type: none"> To provide updated impartial information on range of career opportunities, how to access them as well as the importance of being work ready. Identify young people for referral into Bromley EBP Recruitment and Matching Service YES project Provide a Jobs Fair event involving employers with vacancies for school leavers in July 2017 Increase of information to improve LBB's statutory NEET tracking responsibility 	<p>5 Student Conferences per Year (10 schools / approx. 45 students from each school)</p> <p>1 Jobs Fair to be held in each summer term</p>	<p>LH</p> <p>Business Link Coordinators</p> <p>Admin and Resources</p>	<ul style="list-style-type: none"> Support with transition to the workplace for 900 young people LBB improved links with schools Improved employability skills of local young people reduction of potential NEET and NEET not knowns.
		<p>Programme of regular employability workshops held in locations across the Borough. To include sessions on:</p> <ul style="list-style-type: none"> Job research skills/Career planning Value of employability skills and how to develop these Value of volunteering experience and employability skills developed Support with CV and interview advice 	<ul style="list-style-type: none"> Young people (16-18) who are in LBB NEET and not known category Young people identified and referred by YOS/SEND/Young Carers as requiring support to enhance employability skills and be better prepared to enter the labour market Agencies referring young people with the specialised knowledge to help make a success of any opportunity 		<ul style="list-style-type: none"> To ensure vulnerable young people are provided with support to provide information on job opportunities and enable them to better access the job market To ensure young people identified as benefitting from work related learning are provided with relevant support to enhance their employability skills To offer young people opportunities to volunteer within own communities contributing to active citizenship and community engagement 		<p>BEBP</p> <p>BYSP</p> <p>Graduate Intern</p> <p>CLB Graduate Intern</p>	<ul style="list-style-type: none"> Vital support for minimum of 75 'hard to reach' group young people including those Children Looked after Youth Offenders Young Carers with SEND 20 young people accessing volunteer group sessions with 10 young people placed in volunteer roles Reduction of vulnerable young people who are NEET in Bromley.

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Objective 2: Improve Work Readiness of Young People in Bromley

	Identified Need / Recommendation	Programme Activities	Target Client Group	No. of Young People	Aim	To include	Key Staff	Outcomes Over Two Year Period
F	Deliver a borough-wide 17+ Employability Support Programme (Cont.d)	Tailored Recruitment and Matching Service <ul style="list-style-type: none"> Assessment process to enable referral to appropriate employment opportunity Pre and post placement support for employer and young person Job search skills and signpost to local vacancies 	<ul style="list-style-type: none"> Young people close to the job market (17-24) LBB Looked after children/Care leavers aged 15-24 yrs who are potentially NEET 	50 (over two years)	To provide a bespoke matching service with individual support to aid transition to the workplace To regularly monitor client and employer performance and commitment to on-going engagement	Match 50 young people each year with contracted employment (e.g. apprenticeships and jobs with accredited training)	BLC WEX Placement Admin	<ul style="list-style-type: none"> 50 young people close to the labour market supported into contracted employment 100 Vulnerable young people with enhanced employability prospects.
		Tracking and Monitoring Service <ul style="list-style-type: none"> To comply with the project requirement for sustainment in employment for 6 months - monitor progress with employers and young people at regular intervals. (1, 3 and 6 months) 	<ul style="list-style-type: none"> Employers and young people placed in contracted employment Young people benefitting from the work related learning support to ensure progression 	50 (over two years) 100 (over two years)	To reduce the number of young people who are currently NEET To provide work related learning to identified vulnerable young people from target groups	Contact with employers by meetings, telephone, email or face to face	WEX Placement Admin	<ul style="list-style-type: none"> 50 young people into sustained employment for a minimum of six months 100 young people benefitting from work related learning opportunities to enhance their employability skills.

Total funding required for Phase 3 Year 1: £128,590