



WHAT HAVE WE GOT TO LOSE?

Case studies of European funded employment support



ersa
Employment Related
Services Association



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The ERSA Policy Team would like to thank the following organisations for their contributions to this portfolio: The GEM Project; Humankind; Twining Enterprise; Social Enterprise Kent CIC; Coventry City Council; Barnardo's; East Midlands Chamber; Education Development Trust; Torus Foundation; Shaw Trust; Better Connect Ltd.; Groundwork Greater Nottingham; Moving On Tyne & Wear; The Prince's Trust; Education Development Trust; Scottish Council for Voluntary Organisations; The Growth Company; Venture Trust; Durham County Council; St Vincent de Paul Society; and Derventio Housing Trust.

What have we got to lose?

- Employment and skills provisions reaching out into communities,
 - engaging with people not in work,
 - activating the economically inactive.

ERSA's work on the UK Shared Prosperity Fund

Since the UK Shared Prosperity Fund was first mentioned in the 2017 Conservative election manifesto, ERSA has been campaigning on behalf of the employment support sector to ensure a seamless transition from European funded provision to the UK Shared Prosperity Fund.

ERSA is not calling for repeat funding, ERSA is calling for NO GAP in funding to ensure organisations with a strong track record and experienced staff, survive the end of European funding of employment and skills support, and are able to bid for future programmes.

The employment support sector's main concerns are regarding clarity of when the new fund will start and if it will match previous levels of support given to the employment support sector. Despite the Chancellor promising that the new funding would match EU structural funding of £1.5 billion per year, this will not be achieved until 2024-2025. More recently, the release of the UK Shared Prosperity Fund pre-launch guidance answered some questions, but it states that the fund will focus on communities and place and local business interventions in 2022-23 and 2023-24, with investment to support people and skills to follow from 2024-25. Leading to ERSA and our members to ask: how will employment support providers be funded between now and 2024?

As is shown throughout this portfolio of case studies, many of the current employability programmes end in the first quarter of 2023, leaving a nine-month gap for funding. This gap will have a detrimental impact on the sector and the wider labour market.

Those most disadvantaged in the jobs market need these specialist and local employment support services and Levelling Up will never be achieved if these people cannot access appropriate employment and skills support.

In a recent joint-letter with the NCVO, we established five main demands for the UK Shared Prosperity Fund (SPF):

1. Immediately commit to investment in people and skills in – do not delay this to 2024/25.
2. Engage specialist organisations and communities as critical partners in levelling up.
3. Share learning from other levelling up funds to inform the design and delivery of the SPF.
4. Involve the devolved nations in decisions about the SPF.
5. Address inequalities and protect and promote human rights through the design of the SPF.

This portfolio showcases European funded provisions, these are only a sample.

Similar organisations and provisions are delivered using European funding across the UK.

ERSA can link any interested party with a local provider, contact policy@ersa.org.uk or search on AskSETH (<https://www.askseth.org/>)



Case Studies from ERSA Members

We asked ERSA members for examples of European funded employment provision. The case studies throughout this document outline how important it is to our members and the people they support that our demands are met.

How have your European Funded employment support programmes contributed to the work of Job Centre Plus, met local labour market shortages, engaged with employers etc?

Organisation Name:

The GEM Project (A partnership of Gloucestershire County Council and over 40 local charities and community-based organisations)

The GEM Project has an exceptional reputation amongst colleagues within Job Centre Plus (JCP) across the county. Work Coaches have been able to refer some of their most challenging customers and have been able to feedback on the positive impact they have recognised in aspects such as wellbeing, behaviour, aspiration and of course, job outcomes. The GEM Project has consistently exceeded its job outcome targets, often as a consequence of our core value to 'Go the Extra Mile' and work longer term to achieve employment, as opposed to exiting a participant with an 'easier outcome. Nearly 40% of our participants, from the most disadvantaged communities of long term unemployed and economically inactive people, have gained employment through GEM.

End Date: June 2023, last referral September 2022

Organisation Name:

Humankind

We work closely with local job centres to provide a joined-up approach to support those furthest from the labour market on their employment journey. We currently hold a database of over 200 employers in the Tees Valley from all sectors, who are able to support delivery with work placements, training and jobs. Where we can, we work with these employers to identify their skills gaps and match them with participants on our programme, providing support to secure any pre-employment training, this could be through work placements or an external training provider.

End Date: June 2023, last referral September 2022

Organisation Name:**Twining Enterprise**

We have engaged extensively with JCP across West London, receiving over 1,000 referrals since 2018, helping one in three clients into work and engaging 100s of employers, both placing customers and helping them better understand how to support people with mental health problems.

End Date: June 2023, last referral March 2023

Organisation Name:**Social Enterprise Kent CIC**

The Let's Get Working project support the work of Job Centre Plus, Health and Social Care Professionals and Kent County Council Social Services team by working in partnership with them to offer additional support/intervention for their service users. We work closely with work coaches and other referrers, to offer a joined-up, holistic approach to developing an individuals' pre-work skills. All our work is 1:1 and very much person-centred. We link in with other services, organisations and training providers to help individuals address a wide range of issues they might be facing that may be acting as barriers to them accessing work. By addressing these issues and taking this holistic approach, we are empowering individuals to become confident, independent job searchers with the ability to sustain permanent employment. Evaluation reports show that the Let's Get Working project delivers impressive employability and wellbeing outcomes for people with disabilities and long-term health issues. 47% of exited participants have gone into an employment or training outcome and 72% of participants who have left the project reported an improvement in their attitudes and work-related skills as a result of being on the project. These outcomes are particularly good given the project specifically supports people with disabilities and health conditions.

End Date: June 2023

Organisation Name:**Coventry City Council**

Our programmes have delivered high-quality support to help disadvantaged and disengaged Coventry residents to move towards and into sustainable education, training activities and consequently towards and into sustainable jobs.

End Date: December 2023

Organisation Name:**Barnardo's**

Our programmes work closely with local LEPs and JCPs, through continuous feedback from key stakeholders we are able to shape and tailor our offers to fit with and complement the employability and skills "ecosystem" in each area. This allows us to meet local skills shortages, work with employers and industry-related bodies to provide young people and employers with the tailored support they need.

The Make Trax programme has worked closely with Job Centre Plus to support young people into Kickstart placements and other roles. Our project workers are able to attend JCP appointments with young people, which can make the process less daunting for them and increase the likelihood that they will engage in meetings with their work coach. Many young people on Make Trax have anxiety, disabilities or other vulnerabilities and this support can make a huge difference for them.

End Date: March 2023, last referral January 2023

Organisation Name:**East Midlands Chamber**

The Chamber has engaged employers and worked closely with JCPs through the delivery of our highly successful Kickstart programme, identifying new roles in the region and securing sustainable employment opportunities (over 1,800 at time of writing). Our Employment Services Team have also worked in partnership with JCPs and businesses in delivering bespoke recruitment solutions, such as:

- Employer 'Live Lounges' where prospective candidates can meet and discuss opportunities with employers. This has included filling multiple vacancies at VF Northern in recent months.
- SWAPS – offering partnerships with local training provision, JCPs and employers to address pre-employment development, work experience and access to sustainable employment opportunities.

The team also have adapted to the challenges of the pandemic, reacting to both participant and employer needs through the development of partnerships creating employment opportunities for Work at Home vacancies, e.g. Cordant and SITEL and Covid Martial Jobs.

End Date: March 2023

Organisation Name:**Education Development Trust**

One of the main strengths of the Making a Difference programme is the ability to be flexible with our delivery. We have worked closely with Job Centre Plus Offices to

identify local needs and provide support for them. This has led us to tailor our programmes towards specific demographics, creating and running events to address these specific local requirements. Examples from the Making a Difference South region include the Disability Confident Jobs Fair in Croydon, held in conjunction with the local Department for Work and Pensions team. On 23 October 2021, over 300 people living with a disability in Croydon attended our job fair to meet over 30 local employers and support groups. Feedback on the event has been incredible and we are planning further Disability Confident events in 2022. We have hosted other tailored events such as the 'Graduate Work Ready Week' for those closest to the jobs market and 'Time for You'; specifically targeted for parents who have taken time out to raise a family. We have also produced leaflets in differing formats and languages to target those furthest from the jobs market.

End Date: September 2023, last referral May 2023

Organisation Name:

Torus Foundation

Our New Leaf programme has worked with over 5,000 people since launching. Over 800 have gone into work and over 700 have gone onto further training. Although relations with Job Centres vary from one centre to the next, where these relations work effectively we have been able to complement their work by working more intensely and in a more person-centred way with the claimants that they are finding most difficult to engage. We have been able to undertake specific projects relating to sectors and employers that are struggling to recruit, such as offering training programmes or workplace visits combined with guaranteed interviews or work trials.

End Date: April 2023, last referral December 2022

Organisation Name:

Shaw Trust

Shaw Trust harnessed the European Social Fund, which the UKSPF is replacing, to provide bespoke employment, skills and well-being support to around 70,000 people.

End Date: March 2023, last referral December 2022

Organisation Name:

Better Connect Ltd.

Programmes such as Action Towards Inclusion and Thriving at Work have contributed significantly to the work of the JCP. Having the ability to support individuals that are economically inactive, unemployed and in employment is a real

benefit to local communities and supports JCP priorities. Since the programme's inception, Better Connect and our delivery partners have worked in close collaboration with the Job Centre work coaches, taking on hundreds of their eligible customers as project participants. This mutually beneficial relationship has meant JCPs were able to meet their targets for progressing customers away from reliance on welfare benefits like UC, whilst we have been able to support a huge cohort of benefits claimants who are often those most needing support from the likes of our programmes. We have helped address labour market shortages by progressing a huge proportion of our participants into employment in various sectors across our county, creating a whole new workforce of people who were often excluded from the labour market for months, years or decades.

End Date: March 2023, last referral January 2023

Organisation Name:

Groundwork Greater Nottingham

Our Towards Work programme has worked alongside Job Centre plus to support those participants who need more support before they are ready to seek work. People can be referred to us to work on a package of support for typically 12 months. They work on a bespoke action plan which is personally tailored to remove barriers and take steps towards their end goals. We have Job Brokers who engage with employers at the endpoint of a participants' journey, to help broker discussions that may be needed. This can range from flexible working patterns, or other employment adjustments that the individual may need support to broach or negotiate.

End Date: March 2023, last referral September 2022

Organisation Name:

Moving On Tyne & Wear

Job Centre Plus is our top referring organisation and to date, we've supported over 1,250 of their clients. We have strong local relationships with job coaches and regularly attend JCP meetings and events. We also issue a tailored JCP communication to each of our local job centres on a quarterly basis to feedback on the progress clients have made. We've supported 412 participants into jobs over the course of our programme and have engaged with over 100 local employers to support them to improve their perceptions of employing people with health barriers. We are planning autism awareness sessions in 2022 to support local employers to employ and appropriately support people with autism or learning disabilities.

End Date: March 2023, last referral September 2022

Activating the economically inactive

How have your European Funded employment support programmes reached out into communities and engaged with those not actively seeing a Job Centre Plus work coach?

Organisation Name:

The Prince's Trust

The Prince's Trust takes referrals from a diverse range of approx. 1,200 referral partners including youth offending team, care leaving teams and local charities. We have centres that are rooted in communities and essential to reach young people at risk of disengaging.

Organisation Name:

Torus Foundation

57% of the participants that have been supported are 'economically inactive' – meaning that they are not receiving work-related support or subject to work-related requirements from the Job Centre. Whilst some of these may be known to DWP and in receipt of non-work-related benefits, many are not known to DWP at all. We have invested significantly in outreach to communities since New Leaf launched in 2016. Initially, this was through the partnership of agencies involved in the delivery of the programme (currently 18 agencies, but as high as 27 at any one time in the past), and each of whom had their own networks, mailing lists, volunteers, etc.

Subsequently, we brought on board two dedicated 'Outreach Services' to proactively make contact with community groups and eligible individuals, gather the required 'eligibility evidence' and then pass them on to delivery teams for an assessment and initial action plan.

With the shift to remote working and a steep drop in referrals from external partners that we experienced from March 2020, we shifted some of our recruitment resources to direct marketing to potential participants via social media, including organic and paid-for strategies.

In 2021, we introduced a new role of Internal Referral Coordinator to re-establish referral pathways with external agencies that had the potential to make significant numbers of referrals to us – for example Housing Services, health and social care. This role has been particularly effective in increasing numbers of referrals from primary healthcare, particularly 'social prescribing' services.

Recently, we have started working with a community of migrants from Hong Kong. These people have the right to work in the UK, but 'no recourse to public funds', meaning that they are not known to DWP and not eligible for any of the employability support that is linked to Universal Credit or Job Seekers Allowance.

Organisation Name:

Education Development Trust

During summer 2021, we ran a three-week programme at Chichester College called 'Time for You', when a group of parents accessed free childcare, gained valuable employability skills, and met local employers. These parents were primarily economically inactive, highly skilled /qualified, and had not engaged with a local Job Centre. One of the ways we attracted participants to this programme was through working with schools in the local area. This programme gave parents the opportunity to build their confidence with others in a similar situation – they could share their stories, sympathise with the barriers they had to overcome and formed a strong bond as a group, motivating each other to progress. The feedback from this programme was overwhelmingly positive with several participants going on to achieve employment after the course. We are currently planning further 'Time for You' sessions in 2022.

Organisation Name:

Scottish Council for Voluntary Organisations (SCVO)

Our referrals come via street-based and community outreach, self-referral, through social work, Police Scotland, schools and school-based SDS staff, local Careers Offices, Additional Support Needs Units, referrals from our community partners who work with young people, other Training Providers, specialist organisations e.g., Scottish Association for Mental Health (SAMH). Many of our participants in the 16 to 18 age range are not eligible for benefits and do not engage with Job Centre Plus/DWP or other Career/Employability agencies.

Organisation Name:

Barnardo's

Our community based, informal approach allows us to meet young people in a setting that is suitable to them and also recognizes that for a lot of young people participation in such a manner is much more preferable than engaging with statutory services.

Make Trax receive referrals from a large number of agencies, including community organisations, youth centres, colleges, local authority/ social workers, charities,

youth offending services, mental health services, and we also receive self-referrals and word of mouth referrals. These routes reach people who do not actively engage with JCP, and we have seen some young people do go on to engage with JCP after signing up with Make Trax. Our project workers are able to support young people with applying for universal credit and attending JCP for the first time.

We have also worked with local authorities who have access to the local NEET records and have received referrals through this route. We regularly network with local youth organisations, attend meetings and events, and promote the service as widely as possible to reach those not actively seeking a JCP work coach.

Organisation Name:

East Midlands Chamber

In 2020, the Chamber ran a successful Digital skills campaign with Nottingham City Council aimed at engaging over 50's, women, BAME and Inactive participants for funded programmes through a digital inclusion package, which engaged over 100 participants at programme end.

Organisation Name:

The GEM Project

51% of our participants are economically inactive and therefore not regularly engaging with a Work Coach nor have the requirement to look for work. Around 10% of our referrals have come from Job Centre Plus. The rest we have engaged through our partners and referral network.

Our network of partner charities who, as a result of their specialist focus, are highly connected to some of the most disadvantaged communities whether geographical or of interest. Our diverse partnership means that we have engaged with people in the rural areas of the Forest of Dean through FVAF, supported females in recovery from addiction at The Nelson Trust's Women's Centre, progressed deaf people into work with Gloucestershire Deaf Association, refugees from Syria have found work with the support of GARAS, and many more.

Organisation Name:

The Growth Company

Through our long-term delivery of ESF programmes, we've been able to use other referral routes than JCP which has allowed us to have further reach into communities. We've been able to work with those who are economically inactive and marginalised.

Organisation Name:**Venture Trust**

Many people we work with are surviving outside mainstream support, are unemployed, or they may have never been in employment. Most have faced trauma. There is a clear employment gap between people growing up in the most and least deprived areas of Scotland and we work with people close to that gap. We have an extensive referral network of over 300 referral partners across the country to reach those most in need of our services in addition to the Job Centre Plus. We work closely with local social work teams, the courts and numerous third sector agencies including: SACRO, Apex Scotland, Wise Group, Mungo Foundation, Prince's Trust, Action for Children, Barnardo's, Young Carers' groups, SAMH, Turnaround, Move On and Access to Industry. Social and supported housing providers, particularly the Wheatley Group and Blue Triangle Housing Association, also work with us to better support their clients. Finally, we have also built an extensive network of referral partners to better engage military veterans struggling with the transition to civilian life – including service charities such as Veterans 1st Point, Poppy Scotland, Scottish Veterans Residences, Glasgow's Helping Heroes and Combat Stress. In the last three years, over 300 of our participants have moved into a job, education, training or volunteering. A third of the people we support show significant improvements in their resilience and employability and reduced risk of committing future crimes.

Organisation Name:**Durham County Council**

DurhamWorks has targeted disengaged, disadvantaged and vulnerable young people, including those with Special Educational Needs and Disabilities (including those with social, emotional and mental health issues), those who are Care Experienced, young people who are supervised by the Youth Justice Service, teenage parents and young carers. It is based on the understanding that these young people often require sustained support and that single interventions rarely produce long term impact. Therefore, mentoring and personal support, often from specialist staff, has been key to the DurhamWorks offer. Each participant had an individualised programme based around interventions to help them overcome the barriers they had to progress. They have been given the time that they needed to develop the skills and to progress successfully. This has varied from two weeks to several years, dependent on their needs.

Organisation Name:**Groundwork Greater Nottingham**

Our programme focuses on Economically inactive participants, who are more hidden and not necessarily engaged with DWP and other agencies. Our focus is to support those individuals not engaged elsewhere, or who have never worked or actively sought a job. By working with specialist community-based organisations, we can identify these individuals and provide support to them in an accessible and welcoming way.

Looking Ahead

How can UKSPF funded employment support and skills programmes address inequalities in the local labour market?

Organisation Name:**Barnardo's**

UKSPF can address the participation crisis we are currently experiencing in the labour market. In particular, it can support the lack of engagement and progress of traditionally under-represented groups of young people into the labour market, including Care Leavers, Black and Asian, Other Ethnic Minority groups, Disabled and Young Carers.

Organisation Name:**Coventry City Council**

By empowering local networks to sustain and deliver programmes based on the best practice achieved via ESF but without the attendant bureaucracy and lengthy timescales between calls and actual delivery.

Organisation Name:**East Midlands Chamber**

Developing targeted and specialist support for disadvantaged community groups using local labour market intelligence (Chamber Quarterly Economic Survey and LEP 'landscaping' activity) and community-based partnerships to ensure that the support is tailored and appropriate; linked to business engagement and business support activity (See Recruiting Talent Events) to provide the tools required to match the needs of the employer to the needs of the participant. Delivery partners need to have a variety of tools to create sustainable opportunities, including wage

incentives, creating start-of-work Training Plans and delivering tailored in-work-support (information, advice and guidance) for both the participant and businesses and utilising partnerships with local training and education providers to deliver bespoke development activities.

Organisation Name:

Social Enterprise Kent CIC

Enabling individuals to access bespoke, 1:1 employment support services that take a holistic, person-centred approach to moving someone closer to work, is the only way individuals will have the confidence to access and stay in employment. This approach will support staff retention and enable companies to train and upskill their workforce. Inequalities in the labour market exist for many different reasons but this joined-up approach (a social prescribing approach to employability) helps to reduce many inequalities by signposting people to get the support they need to address other issues in their life such as debt, counselling, carers support, housing, digital exclusion etc. in order for that individual to be able to focus on employment.

Employment support projects have an excellent track record raising awareness of inequalities and engaging with those who are affected by low pay, low skills, having English as an additional language, poverty, social isolation, and digital exclusion. Technological advancements have made skilled workers more attractive. This has pushed up wages received by graduates as compared to non-graduates, joblessness among the low-skilled; the prevalence of low pay among women; persistence in low pay; and the overlap between low pay and household poverty.

Organisation Name:

The GEM Project

The combination of public, private and voluntary sectors working together is powerful, allowing each to use their strength to the benefit of the partnership and individuals. UKSPF needs to ensure that the money gets to the frontline, where it is needed to reach into communities where often people are hidden from view.

Organisation Name:

St Vincent de Paul Society

Investment in social infrastructure and in targeted support to address employment and skills are essential to achieving levelling up objectives. The UKSPF must take a place-based approach to tackling inequality and embrace the expertise of those organisations that have been helping local communities through the pandemic.

Organisation Name:**Twining Enterprise**

Focus in on those that fall between the cracks of large-scale commissioned DWP programmes: those most marginalized, those not typically engaging in local services and those with mental health problems.

Organisation Name:**Cumbria Chamber of Commerce**

Give the time and opportunity to spend time on outreach, engagement and inspiration activities to encourage people to think about business start-up and how it could work for them. This is true for the whole client group and in particular for people with health issues, caring responsibilities etc. who often find traditional employment unsuited/less suited to their needs. E.g. they can schedule work more easily around their condition issues or caring responsibilities, can operate from home, etc. The ability to operate from home can also address travel/distance issues.

Organisation Name:**Venture Trust**

UKSPF funded employability support will allow local communities to be responsive to the needs they see in their community and commission services appropriately. Using a place-based approach and extensive local knowledge projects will support individuals to progress towards and into employment. By working in partnership with local government, businesses and third sector organisations, UKSPF support programmes should work to address the inequalities in the local labour markets.

Organisation Name:**Shaw Trust**

As a social enterprise with charitable status with an employability mission, Shaw Trust is calling for the UKSPF to prioritise employment and skills support programmes to address the current economic inactivity, labour market participation and skills shortage crises, particularly for disadvantaged groups, such as disabled people.

Organisation Name:**Humankind**

UKSPF can provide funding for community-based organisations to provide bespoke one to one support for those furthest from the labour market, those least likely to access mainstream provision. These services, such as those provided by Humankind

and its partners address inequality by recognizing that for employment to be realistic and sustainable, there are wider issues that need to be resolved for many of these clients who are often the most vulnerable and have chaotic lifestyles.

Organisation Name:

Groundwork Greater Nottingham

UKSPF funded employment support would ensure that those furthest removed from the labour market, do not fall further behind. With all-time high employment rates, those who are long term unemployed have an even more difficult challenge ahead of them, and more competition from those more readily employable. Programmes to support those individuals are essential to make sure that the gap is not widened further.

How can UKSPF funded employment support and skills programmes develop confidence and skills to apply for jobs and address labour market shortages?

Organisation Name:

Derventio Housing Trust

It is all about one-to-one encouragement, devising an action plan that will work for that individual, and tapping into community resources. Some people need counselling sessions to be able to increase their confidence enough to increase their skills.

Organisation Name:

Venture Trust

More than 90% of the young people we support are unemployed when they engage with our programmes. They face significant barriers to getting into work including mental health issues 63%, criminal convictions 49%, substance-related conditions 41%, and homeless or at risk of homelessness 32%. Often these issues are a result of a young person experiencing poverty, trauma and adversity in childhood. It is only possible to get a young person facing these barriers into the workforce by first supporting them to build the resilience, confidence and motivation to overcome or work through the challenges. Then they can build life skills such as problem-solving, critical thinking, communication, creativity, and leadership. Skills needed to move forward and reach their potential. The Scottish think tank – Our Scottish Future – in October published a report saying drastic action was needed to stop as many as 70,000

young people in Scotland from becoming unemployed. Employers, support services, training and education providers must come together to guarantee all people in Scotland have a bright and prosperous future, so no one is left behind.

Organisation Name:

Durham County Council

- Long-term, individualised support is needed to develop the confidence and skills to progress and reduce inactivity.
- Pastoral and mental health support is critical to supporting participants.
- Additional support is needed for vulnerable groups as we have evidenced through the increase in participation in education, employment and training of those who have taken part in DurhamWorks.
- Ease of access to support through flexible and community-based approaches – engage young people in their own environments.
- Strength of partnership supported by the strategic integration with other interventions.
- Programmes should focus on fewer participants at a higher unit cost and recognise that ‘one size doesn’t fit all’. Programmes that are bespoke to each participant show the greatest individual impact.
- Enable NEET preventative work to commence with young people in schools.
- Enable funding to support those who have zero-hours contracts in order to help them find sustainable employment.
- Enable funding to be used to support employers as well as young people, through locally developed incentives or grants for example.

Organisation Name:

Better Connect Ltd.

Continue the holistic approach we have been able to utilise, looking at the individual’s whole life circumstances before considering what work or training is most appropriate. Social inclusion through overcoming barriers is the first step to getting people work-ready and subsequently matching employers with the most suitable candidates. UKSPF also needs to consider the micro-level of individuals and communities – focusing on the specific types of skills/confidence issues faced in different people and different areas. For instance, rural communities with worse internet connectivity/provision need more support around digital skills and equipment access so they can communicate more easily with the wider world and apply for jobs.

Organisation Name:**The Growth Company**

Be funded to engage people with work focused activities but not necessarily work-related until they were ready to take that step. It would be good to mirror the MOJ Activity Hub model for Employment and Skills where community partnerships are used to engage people and there is a holistic approach to moving them forward.

Organisation Name:**The Prince's Trust**

Today there are 900k NEET young people, of whom:

- One-third are actively seeking work but are struggling to secure a job at a time of record vacancies. They lack qualifications and experience, but crucially the confidence and presentation skills to impress employers.
- Two-thirds are not looking for work, due to reasons such as ill-health, disability, caring responsibilities, and general disengagement.
- Further research by The Prince's Trust found: 32% of young people say they are "overwhelmed" by feelings of panic and anxiety on a daily basis (Prince's Trust Youth Index 2020).
- Research from Prince's Trust and Censuswide finds young people from lower-income backgrounds and those who have experienced unstable employment during the pandemic are more likely to report poor mental health and lost confidence. Over half of young people (52%) agree they've "lost confidence in themselves" as a result of the pandemic, rising to 60% among those from lower-income backgrounds.
- The Prince's Trust and Education & Policy Institute found likely mental health needs amongst young people have increased from one in nine to one in six.

These young people are not yet ready for established government employment programmes (such as Bootcamps, SWAPs, Traineeships, etc) and need help to build their confidence, core skills and aspirations. The Prince's Trust combines employment necessary skills with a youth-centred approach to ensure young people are set up to sustain employment.

Organisation Name:**Groundwork Greater Nottingham**

Personalised and focused long-term support, to those furthest removed from the labour market, focus on much more than employability. Many of the specialist programmes first of all concentrate on working with the individual to overcome a number of personal barriers, and to build up their confidence as well as skills. ESF

funded projects have demonstrated the success in working in a more tailored way with these individuals, and is essential, to enable those economically inactive participants to progress in the current labour market.

Organisation Name:

Education Development Trust

In a time of labour and skills shortages, a UKSPF programme can adapt and thrive to offer a holistic approach to reaching sectors that have perhaps been ignored by traditional methods. Having the ability to deliver face-to-face or virtually, means we can adapt our style to the needs of our participants to build their confidence. Often if confidence is the biggest barrier, we will ensure that our one-to-one appointments concentrate on building this by using coaching methods to develop and motivate participants. Our experience of working in partnership with Amber (a residential care home) has demonstrated the additional benefit that a longer-term support programme such as Making a Difference can provide.