

## Talent Match Black Country

### Commissioning Budget

The following document provides guidance and clear parameters for the purchasing of activities and support through the Black Country Talent Match commissioning budget.

#### Background

Talent Match Black Country is funded by the Big Lottery Fund and focuses on youth unemployment and especially long-term youth unemployment. The national fund is £100 million and aims to create a significant shift in how the entrenched issues young people face are tackled, building on the lessons learnt from previous approaches. Lessons learnt will be shared and help shape future thinking and add value to what is currently being delivered.

Talent Match Black Country targets young people aged 18-24 who have been out of work, training or education for at least 12 months and who require additional support to overcome specific barriers to employment. Our focus is on the following thematic groups:

- young offenders;
- young carers/parents;
- travelling families;
- disabled young people;
- young people engaged in substance misuse;
- those who are homeless.

The project works with non JSA, as well as JSA claimants and any other out of work benefits.

Working throughout the Black Country with 5 Hubs based across the Black Country, the project will work with 1417 young people who have been NEET for over 12 months, over a 5 year period. This includes 212 (15%) who can be classed as “Hidden” (Not signing on). The local hubs are located in;

- Sandwell
- Wolverhampton
- Walsall
- Dudley
- Central (Bilston & Darlaston)

Talent Match Black Country seeks and is involving young people for the first time in co-designing their own tailored support to develop personalised pathways, bespoke support and access to the right advice and guidance locally. All organisations providing additional support have a person centred approach significantly involving young people in the design and development of their programme.

### **Project Outcomes and approach**

The Talent Match Black Country project will bring the following outcomes:

- Young people have improved confidence, motivation, and optimism.
- Improved access for young people to better quality local employment and training.
- Improved and better co-ordinated pathways into positive economic activity.
- More young people secure employment, take up training or further education, or create their own employment and enterprise.

### **Project measurable outcomes**

- 100% young people have improved confidence, motivation and optimism
- Improved access for young people to better quality local employment and training
  - 80% access training development
  - 30% access work experience
  - 30% access volunteer opportunities
- 100% Young people taking responsibility for co-designing own support package
- Improved and better co-ordinated pathways into positive economic activity
- More young people secure employment, take up training or further education or create their own employment and enterprise
  - 21.5% secure employment including self-employment

### **Young Persons Journey**

Successful completion of the Talent Match program will act as a platform that will evidence increased optimism, motivation, and confidence to enable participants to move forward and grow.

Talent Match recognises the individual's right to make choices. The program is completely voluntary to engage with and from the outset young people who opt to join the program are supported to make conscious informed decisions. This is facilitated by mentors adopting a participatory and problem solving approach and utilising some youth work principles and practices.

The program is a learning experience for those who take part and will take an informal educational approach. All of the program participants are encouraged and supported to use both the virtual and physical hubs in the development of their program and as a way of evidencing time spent on program.

Talent Match Black Country recognises that many of the program participants have had negative experiences of the formal classroom environment. While there are likely to be a number of core elements to the program, which are, business needs driven, there is the opportunity for young people to negotiate the design, content, and delivery of the remainder of their time with the program.

Talent Match Black Country explores the development of creative and innovative delivery methods. With this in mind Talent Match Black Country has identified a number of approved providers that program participants will be able to purchase services from. These approved service providers are required to develop delivery methods that have been highly influenced by young people to meet not only the specific requirements of the services to be purchased but also elements of the overall outcomes for Talent Match Black Country.

As a young person comes to the end of each stage of the Talent Match Black Country program they meet their mentor for a formal review of their experiences of that stage. This information is used to adjust and improve the quality of the Talent Match Black Country experience.

The Talent Match Black Country program is divided into five distinct stages:-

<b>Stage</b>	<b>Activity</b>	<b>Desired Outcome</b>
Engagement	Comprehensive referral process.	Young Person engages and commits to program
This is me	Relationship development, benchmarking, beginning to stabilise and program planning	Initial program plan/journey agreed First activities commence First signs of progress identified
I'm up for it	Program implementation focused on the self and embedding stabilisation.	Next stage of program plan/journey agreed Individual/group activities continue Possible employer visits/volunteering Further signs of progress identified
I'm ready	Continuation focussed on employability skills and building on stabilisation.	Next stage of program plan/journey agreed Individual/group activities continue Access skills/employability activities Possible employer volunteering/work experience Further signs of progress identified
I'm on my way	Continuation focussed on experiential development.	Next stage of program plan/journey agreed Individual/group activities continue Continue to access skills/employability activities Access work experience, supported job search, interview attendance Clear signs of progress identified

### **Purpose of commissioning budget**

The purpose of the commissioning budget is to fund bespoke, individualised user led support packages supporting young people through their Talent Match journey, as shown above.

This support is outcome focussed ensuring the development of skills and progression towards the Talent Match Black Country project outcomes. The commissioned budget funding is used to fill gaps in provision, Talent Match does not aim to fund provision that is already available through other funding sources.

Each young persons programme is individualised dependent on their needs, these could be but are not limited to;

- Relationship building
- Confidence, motivation, optimism
- Communication, Interpersonal Skills and Decision making
- Problem solving, team work, time management
- Independent Living
- Substance misuse
- Homelessness
- Family support
- Skills support

Talent Match Black Country has engaged through its Preferred Supplier Network (PSN) a range organisations who are able to provide additional support for young people accessing the Talent Match Black Country programme.

The Preferred Supplier Network through a tendering process have successfully demonstrated they have:

- A proven track record in engaging and working with young people
- A clear commitment to young people as 'experts by experience'
- A proven track record of ability and capacity to deliver and report against agreed outcomes
- Understanding and track record of outcome based monitoring and reporting
- A proven ability to understand the local context, barriers and opportunities young people face
- Ability to provide value for money
- A Person centred approach to delivery
- Appropriate levels of Insurance for the services provided, this will be risk based depending on the nature of the activity/service
- Health and Safety policy including safe working practices for the activity/service
- Safeguarding / Vulnerable adult policy including Disclosure and Barring Service Checks
- Equality Policy
- Appropriate level of financial assurance, this will be risk based depending on the commissioned value

The commissioning budget will be utilised to support the following, (list is not exhaustive). Support will be based on individual need and will be delivered either 1:1 or in small groups, dependant on the needs of each young person, this will be assessed by the mentor. Support will be delivered by a network of approved preferred suppliers (PSN).

Development Area	Approved Activities/Support
<p><b>Personal Development</b></p> <ul style="list-style-type: none"> <li>• Confidence/self esteem</li> <li>• Motivation</li> <li>• Relationship building</li> <li>• Communication</li> <li>• Team working</li> <li>• Problem solving/planning</li> <li>• Budgeting/money management</li> <li>• Health and Well Being</li> <li>• Time management</li> <li>• Travel management</li> <li>• Core Skills (non-accredited)               <ul style="list-style-type: none"> <li>○ Literacy</li> <li>○ Numeracy</li> <li>○ ESOL</li> </ul> </li> </ul>	<p>Activities/support will be delivered 1:1 or small groups. Activities/support could include;</p> <ul style="list-style-type: none"> <li>• Counselling</li> <li>• Trips/Visits</li> <li>• Project based outward bounds</li> <li>• Art therapy</li> <li>• Dance/Music</li> <li>• Trauma counselling</li> <li>• Fitness/healthy lifestyles</li> <li>• Cooking skills/nutrition advice</li> <li>• Cooking on a budget</li> <li>• Money management, living on a budget</li> <li>• Specialist support – signer, scribe</li> </ul>
<p><b>Physical support</b> including emergency/crisis support. Emergency support will only be purchased where existing crisis support is not available.</p> <p>Any equipment purchased to support young people will remain the property of the project</p>	<ul style="list-style-type: none"> <li>• Travel costs</li> <li>• Childcare costs</li> <li>• Mobile phone top up/credit</li> <li>• Interview clothes (vouchers)</li> <li>• Emergency housing</li> <li>• Food (emergency cases only – food vouchers)</li> <li>• Protective Clothing</li> <li>• Identification Documentation               <ul style="list-style-type: none"> <li>○ Driving licence/Passport</li> <li>○ Birth/marriage certificate</li> <li>○ DBS check</li> <li>○ Photographs</li> </ul> </li> <li>• Job specific equipment for self-employment e.g. Hairdressing/barbering equipment</li> </ul>
<p><b>Job Specific Skills</b> with a clear opportunity of employment</p>	<ul style="list-style-type: none"> <li>• CSCS Training and Card</li> <li>• SIA Security Licence</li> <li>• Fork Lift Truck Training and Licence</li> <li>• Sector specific specialised training</li> <li>• Funding will be used where support is not currently available through existing provision or where the Young Person does not meet the entry/eligibility criteria</li> </ul>