

# MOVING ON UP

YOUNG PEOPLE AND EMPLOYMENT GRANTS

PILOT PROGRAMME

YEAR 1 EVALUATION REPORT



# Contents

<b>Introduction</b>	<b>2</b>
<b>Pilot Programme Overview</b>	<b>2</b>
• Pilot Rationale	3
• Financial Overview	3
<b>Pilot Programme Development</b>	<b>5</b>
• Programme Development Rationale	6
• Community Consultation	6
<b>Pilot Programme Aims and Priorities</b>	<b>8</b>
<b>Workshops</b>	<b>10</b>
<b>Project Evaluations</b>	<b>11</b>
1. Active Futures	13
2. Aspiring Communities Together Ltd	19
3. Blend Cook, Eat, Share CIC	25
4. Endeavour Training Limited	29
5. Grow Sheffield	33
6. Roundabout Ltd	35
7. Serenity (South Yorkshire) CIC	41
8. The Suit Works Limited	45
9. Together for Sheffield	51
10. Work Wise Foundation	55
11. St Mary's (Bramall Lane) Community Centre	59
◦ Grant Returned	

## Introduction

The following report evaluates the projects funded from the Moving On Up Pilot Programme: young people and employment grants. Specifically, the report provides further information regarding the successful projects from the first round of applications in Jan 2022. Data from the Jan 2023 round is unavailable as the funded projects have only received funding and are at the start of their implementation.

## Programme Overview

- Grants of up to £15,000, up to £5k per year over 3 years, for community organisations addressing unemployment for young people aged 14-30 years, in South Yorkshire.
- Specific focus on projects addressing issues concerning vulnerable and marginalised young individuals.
- Location: South Yorkshire
- Deadline for Applications: 6 October 2021 - Monday 6 December 2021 09:00
- Who could apply:
  - A registered charity
  - A community interest company, or
  - Another constituted community organisation or social enterprise (including companies limited by guarantee, cooperatives and community benefit societies which are strictly not for-profit)
- no requirement regarding ensuring that each region was allocated funding. Application decisions were based on the project, not location.
- Funding required to be spent by the organisation within 36 months of the award.
- SYCF IMPACT Category: Improve life skills, education, employability and enterprise

## Pilot Rationale

The rationale for the pilot stemmed from findings within the 2021 Vital signs research. In order to respond and support the needs of communities across South Yorkshire, findings from the Vital Signs research were used to identify what issues were most in need of addressing from 2021 to 2023.

This piece of research ( completed every 3 years) provided a thought-provoking snapshot into the current facts and priorities that needed to be addressed to increase the strength, resilience and growth of the region. Data was collected through community surveys, consultations and existing statistical data.

Out of ten, the top four priorities for action identified within the report were: Crime and Safety, Disadvantage and Inequality, Mental Health, and Work and the Local Economy. Working with the University of Sheffield the foundation decided to design and develop funding that specifically addressed the category, Work and the Local Economy. Due to this, community consultations and research into this category were conducted in order to further define the specific needs of the community and identify the best approach through which to tackle these needs.

Overall, the multiyear themed funding is a result of various consultations and desk top research with community organisations, partners, donors, and employers. The programme was designed and adapted using feedback from consultations with community groups and desk-top based research. As such, the pilot is therefore a product of the community, a notion that was embedded within the design, development and implementation of the pilot.



## Financial Overview

Overall, 11 out of the 29 proposed applications were successful and received grant funding from the programme. However, due to an inability to implement their programme, one successful application withdrew their project and returned the funding in 2022. Overall, 10 projects went ahead and were funded in 2022 from the Jan 2022 round of applications.

As a result, the total amount awarded over the whole 3-year duration of the pilot, decreased from £158,380 to £143,380.48. Correspondingly, the total awarded in Year one decreased from £90,602 to £85,602

### Table: Distribution of 3 year funding - (Allocated Amount Per Year)

Below shows the amount of funding allocated to the successful projects as distributed over the three years.

Projects Funded (Jan 2022)	Year 1	Year 2	Year 3	Total
Active Futures	5,000.00	5,000.00	5,000.00	15,000
Aspiring Communities Together	4,784.00	4,784.00	4,784.00	14,352
Blend Cook, Eat, Share	4,608.00	4,608.00	4,608.00	13,824
Endeavour Training Limited	4,985.17	4,985.17	4,985.17	14,955.50
Grow Sheffield	4,467.66	4,467.66	4,467.66	13,402.98
Roundabout Ltd	5,000.00	5,000.00	5,000.00	15,000
Serenity (South Yorkshire)	4,526.67	4,526.67	4,526.67	13,580
Withdrawn St Mary's Community Centre	5,000.00	5,000.00	5,000.00	15,000
The Suit Works Limited	4,672.00	4,672.00	4,672.00	14,016
Together for Sheffield	4,833.34	4,833.34	4,833.34	14,500
Work Wise Foundation	4,916.67	4,916.67	4,916.67	14,750
<b>Total Amount Funded</b>		£158,380		£90,602.00
<b>Total Amount Funded ( - Withdrawn)</b>		£143,380.48		£85,602.00



## Development

The multiyear funding Employment & Employability Pilot is a result of various consultations and desk top research with community organisations, partners, donors, and employers. The programme was designed and adapted using feedback from consultations with community groups and desk-top based research.

### Programme Development Rationale

- Young unemployment has been an escalating problem in the UK since 2005, with the most recent rises directly attributable to issues of the economy and the pandemic.
- Persistent young unemployment has been embedded in our system over decades.
- Unemployment while young is linked to long-term reductions in wages, increased chances of subsequent periods of unemployment, and poorer health outcomes.
- High levels of young unemployment also have wider social and economic costs. The cost of young unemployment over the next decade has been estimated at £28 billion.
- UK businesses tell us they struggle to recruit young, work-ready staff.
- A generation of young people lost to unemployment means an inadequate talent pool for the needs of our businesses as the economy starts to recover.

### Community Consultation

The consultation with community organisations suggests a three-tier approach:

- 1. Pre employability skills** – engagement and soft skills development.
- 2. Pre employment** – interview techniques, access to support centres, mentoring.
- 3. Employment** – offering apprenticeships, kickstart programmes, graduate schemes, employment, work experience.

## Consultation Findings

- The consultations identified key issues, highlighted the importance of and brought attention to relating to unemployment amongst young individuals within the UK.
- Removing barriers to employment i.e. inclusion, engagement, development, education, convictions
- Lack of opportunities for Black and Minority Ethnic communities
- Importance of developing soft skills was highlighted – Soft skills helps to build confidence, develop social skills, and focus on positive thinking.
- Need to provide/ increase pre-employment support – provide practical advice and help; CV writing, interview practice, help to access support travel, food, interview, and work clothes.
- Focus on ensuring the availability / opportunities available regarding of high-quality jobs.
- Importance surrounding employment opportunities – offering apprenticeships, kickstart programmes, graduate schemes, employment, work experience.
- Highlighted the notion of Job coaches – buddying/mentors.
- The lack of company-wide approaches to working with young people with additional needs was brought to attention.
- Issues raised regarding the size, nature, and culture of businesses – for example, smaller employers may lack the resources to be flexible or offer support, others may be under pressure because of service cuts.
- Concerns / issues regarding limited, inflexible and/or poorly paid employment options raised– Retail or service jobs are more available but long hours and physical demands can make them hard to sustain for people with health problems.
- Discussions around Apprenticeships. – Stated how they can be inadequate with training and support not always delivered and they do not necessarily lead to a permanent job.
- Rigid recruitment processes and qualification requirements highlighted– prior work experience, completion of lengthy forms, CVs or group interviews are very challenging to those who have missed education and who have social or generalised anxieties. In addition, a lack of clarity about what young people need to disclose in recruitment processes can result in further barriers to employment.
- A significant proportion of the 16-25 age group are affected by common mental health issues.

## Programme Aims and Priorities

The Moving on Up programmes aims and priorities centre around supporting young people with pre-employability opportunities and skills through to established pathways. Based on the community consultation, a three-tier approach was adopted. Subsequently, the successful projects addressed one or more of the following tiers: pre-employability skills, pre-employment and pathways and employment. The following information defines these tiers further and their outcomes.

### 1. Pre-Employability Skills Engagement, Soft Skills Development

The projects had to demonstrate that they were reaching those that are furthest away from work: vulnerable, underrepresented and marginalised. They will also need to address at least one of the key priority groups below:

- Young people suffering mental health and isolation issues,
- Young people with a history of drug and alcohol abuse
- Ex-offenders or those at risk of offending
- Young people in/ leaving the care system
- Black, Asian, Minority, Ethnic groups
- Young people suffering inequalities: gender, race, disabilities
- Young people living in workless households
- Geographical areas of high unemployment
- Young people who disproportionately struggle to access work: young carers, LGBTQ+ people, Gypsies and Travellers, young people with special educational needs

#### Outcomes for young people:

- Improved soft skills
- Engagement into pre-employability activities
- Positive engagement activities
- Increase in future aspirations
- Development of making informed choices

#### Community intervention outcomes:

- Reduction in anti-social behaviour
- Improved engagement with deprived communities to encourage aspirations into employment
- Reduction of barriers to employment with diverse needs

### 2. Pre-Employment and Establishing Pathways

#### Interview Techniques, Access to Support Centres, Mentoring, Skills Training

Within the world of employment, the projects had to demonstrate, one or more of the following:

- Supporting young people to engage with work-ready skills training.
- Supporting young people to engage with employers.
- Supporting young people to engage with work by:
  - Resources e.g., IT
  - Mentoring/job coaching
  - Wellbeing support
  - Individual and peer support

#### Outcomes for young people:

- Experiences of work
- Increase in skills
- Support with practical advice and help: CV writing, interview practice, travel and work clothes

#### Community intervention outcomes:

- Better education and employment outcomes
- Improved engagement with deprived communities to encourage aspirations into employment.

**Offering Apprenticeships, Kickstart Programmes, Graduate Schemes, Employment, Work Experience, Qualifications**

The projects had to advance opportunities and support young people around employment, the primary focus being:

- Supporting young people to stay and progress in employment.
- Providing opportunities to support young people engage with employers.

**Outcomes for young people:**

- Improved work experience
- Greater career aspirations
- High quality and decent jobs
- Long term career prospects
- Qualifications

**Community intervention outcomes:**

- Better employment outcomes for young people and employers.
- Improved engagement with deprived communities to encourage aspirations for employment.
- Decline in unemployment rate and decline in claimant count.
- Improved local economy.

**Programme Timetable**

Launch and programme promotion starts	Wednesday 6 October 2021
Call for applications – round 1	Wednesday 6 October 2021
Deadline for all application forms	Monday 6 December (8-week window)
Award funding	January 2022
Projects start	February 2022
Final/interim evaluation reports due	January 2023
Final/interim evaluation reports due	January 2024
Final evaluation	March 2025

In conjunction with the University of Sheffield, 3 workshops were held over the course of the past year to help the successful groups with evaluating and subsequently improving their own projects going forward. The workshops also let the foundation and university know of any worries or provide advice to the groups who attended the workshops.

The first workshop was held on the 22nd March 2022, the second on the 12th July 2022 and the last on the 15th March 2023. The workshops were part delivered by the foundation and Alexis Foster from the University of Sheffield.

- The first workshop focused on how information could be collected. It focused on the different types of qualitative and quantitative methods that could be used to gather useful data. Additionally, the workshops asked what data do we want to collect, different standardised outcome measures and how to embed this knowledge into the design and delivery of the different groups' projects. Overall, knowledge was delivered to the groups to aid them in their projects going forward to ensure their successful design, delivery and data collection.
- The second workshop followed on from the first, investigating how the groups could build on previous knowledge to deliver a successful project.
- The final workshop explored how the different groups could measure their impact, design bespoke measures to engage with their participants and then display that way through methods such as case studies. Members of the foundation team presented multiple ways and types of data that could be collected alongside traditional forms of data selection such as surveys, etc.

Capturing the impact of the group's projects was the key focus of this workshop.





# PROJECT EVALUATIONS

1. ACTIVE FUTURES
2. ASPIRING COMMUNITIES TOGETHER LTD
3. BLEND COOK, EAT, SHARE CIC
4. ENDEAVOUR TRAINING LIMITED
5. GROW SHEFFIELD
6. ROUNDABOUT LTD
7. SERENITY (SOUTH YORKSHIRE) CIC
8. THE SUIT WORKS LIMITED
9. TOGETHER FOR SHEFFIELD
10. WORK WISE FOUNDATION
11. ST MARY'S (BRAMALL LANE) COMMUNITY CENTRE - GRANT RETURNED



# Active Futures, Educational Development

## Impact and Outcomes

- IMPACT Category** - Improve life skills, education, employability and enterprise
- Primary Outcome** - Increased employability
- Secondary Outcome** - Increased educational attainment
- Primary Beneficiary** - Not in education, employment and training (NEET 16-24)
- Primary Issue** - Education, learning and training
- Primary Age Group** - Young Adults (19 – 25)
- Primary Ethnicity** - All Ethnicities
- Number Of Beneficiaries** - 60
- Gender Percentage**
  - **Female** - 30%
  - **Male** - 70%
- Primary Activity** - Multiple activities
- Project Area** - Doncaster



## Charity Overview

Active Futures, Educational Development works hand in hand with company ActiveMe 360 CIC to deliver training and apprenticeship programmes to young people and adults. Their mission is change lives by improving people’s health and wellbeing using the power of physical activity, sport and education.

They provide educational and work opportunities for young people across South Yorkshire; widening access to opportunities for the disadvantaged and works to improve physical and mental health across communities. Through working alongside several partners, Active Futures provides the following opportunities:

- Provide Educational support and delivery of sports-based programmes including GCSE, Vocational Level 2 and Level 3 and A-Level courses.
- Offer sports-based coaching and competition opportunities to all.
- Deliver programmes around employability skills and active engagement.
- Support programmes focusing on mental health awareness and self-esteem.



## Grant Usage

The grant contributed towards the organisations staff costs associated with running an educational and work opportunity project. The project was aimed at disadvantaged young people, ages 16-24, who are either not in education, employment or training (NEET), at risk of being so, or who are deemed at risk of becoming involved in criminality/ anti-social behaviour.

## Impact

The project delivered sports-based personal development sessions to help young people improve their health and wellbeing, mental health, and self-confidence. The project lasted 8 weeks and will occur once a year for three years. The sessions were also delivered at Hall Cross Academy, a central city venue that ensured that the sessions were more accessible for young people.

The activity sessions were designed to facilitate deeper personal changes by providing opportunities for reflection for young people to take time to consider their mental health, their position in life, and their personal direction of travel. Additionally, the sessions created opportunities for young people to develop the motivation to seek long term changes in behaviour that will allow them to gain the skills and resources to lead safe and positive lives in the future.

Through additional one to one support, each young person was also encouraged to develop a personal action plan that will clearly identify a way forward that will enable them to develop the skills and capabilities they will need to make the most of future opportunities.

Upon completion of year 1 programmes, participants were encouraged, supported, and signposted towards follow-on work experience, training, community volunteering and local employment opportunities.

## EU Sustainable Development Goals





## Active Futures, Educational Development

"The grant has enabled us to work with some of the most disadvantaged groups in the central Doncaster area. We have managed to deliver a variety of programmes using the funding and all have produced positive outcomes. The junction and aspire programmes showed varying degrees of success and were the most challenging in terms of delivery however there is evidence that some students have made positive adjustments in behaviour and attendance as a result of the programme and as a result are at less risk of becoming NEET in the future."

## Future Plans

To overcome issues regarding attendance to various sessions, attendees were invited and signposted to follow the schools PE social media site where information regarding the sessions was regularly posted and updated. This increase and adaption in communications will be implemented during the subsequent years of the programmes / funding.



Aspire Group - Afghan group

## Case Studies



Aspire Group - Working

## After School football Sessions





## Programme Groups

### AS4 after school football sessions

The football sessions were set up to engage KS4 boys in physical activity and increase motivation to attend school through sport. The football session occurred every Tuesday and had approximately 40 participants per session.

“The after-school football club has engaged some of the more disadvantaged groups and various ethnic groups that might not otherwise have considered physical activity. Different ethnic groups have formed social networks as a result of the programme and some have found friendships that otherwise may have been isolated.”

### KS4 / KS5 Afghan group

The groups consisted of teenage and young asylum seekers aged 12-19 who were placed in Hall Cross Academy for an integration period. The groups English abilities varied, but all were seeking pathways into various education levels. The aim of the community-based football programme we set up was to integrate them into the community, using sport as a way of meeting other young people in the community and providing social interactions for them.

As a result of the programme two of the female members joined Leeds united ladies football teams. Both women were not allowed to play sport in Afghanistan. Three of the men three of the young men who attended the sessions went on to engage with HAF summer camps run by AFED. All participants settled and found homes in the South Yorkshire area.

“All of the Afghan students moved on to further education or training as a result of the collective work between the Academy and Doncaster council. The group split and moved to other areas but where possible the friendship groups that were formed through the club we delivered were maintained and they were housed in the same areas.”



## Case Studies

### X1

- X1 was identified as a student who would benefit from joining the after-school sessions. Their academic engagement was low due to low self-esteem and lack of any real social networks. Their attendance at school was good but engagement in lessons was mixed. They were identified as a potential NEET from their cohort.
- They were invited to attend after school clubs as a way of building confidence and self-esteem. They initially found it difficult to interact but continued to attend and was buddied up with other participants.
- Over time their confidence and overall engagement in school grew. They attended every session and made friendships that extended beyond the sessions.
- Attendance 97.2%
- Attitude to learning grade – moved from passive to engaged.

### X2

- X2 was invited to join the after school football sessions following concerns about attendance. Their attendance overall improved immediately and was maintained for the rest of the academic year.
- Attitude to learning grade – moved from passive to engaged

### Aspire group Pre-NEET

Targeted Y9 group with attendance and behavioural issues in school. Activities developed over time into a practical coaching based approach from traditional booklet learning to increase engagement within the sessions.





# Aspiring Communities Together (ACT)

## Impact and Outcomes

- IMPACT Category** - Improve life skills, education, employability and enterprise
- Primary Outcome** - Increased employability
- Secondary Outcome** - Increased educational attainment
- Primary Beneficiary** - Not in education, employment and training (NEET 16-24)
- Primary Issue** - Employment and Labour
- Primary Age Group** - Young Adults (19 – 25) - Male
- Primary Ethnicity** - All Ethnicities
- Number Of Beneficiaries** - 40
- Gender Percentage**
  - **Male** - 100%
- Primary Activity** - Multiple activities
- Project Area** - Fir Vale, Firth Park, Burngreave, Pagehall



## Charity Overview

ACT Sheffield (Aspiring Communities Together) is a community organisation for Black and Minority Ethnic (BME) communities across Sheffield. They deliver services that aim to tackle the persistent social and economic disadvantages, and educational barriers, that BME people face.

Services provided by ACT Sheffield include:

- **Healthy Living Centre:** featuring a membership or pay as you go gym, classes, café lounge and alternative therapies.
- **Adult education classes:** community training provider delivering a range of ESOL and basic skills courses.
- **Work with young people:** working with BME young people who have become disengaged from school, repeatedly excluded, or have become involved in anti-social behaviour in the Burngreave/Fir Vale area. ACT offer educational and pastoral activities designed to boost a young person’s self-esteem and skills which can also include working with families. Referrals can be through local schools, agencies or through the family or young person concerned.



- **Older person project:** A partnership with the Muslim Elders Support Project (MESP). Older people can be supported in accessing services, resources and facilities they need to maintain their independence and quality of life.
- **Arabic language school:** a service which ensures young people develop essential speaking, reading and writing skills in Arabic.
- **Fir Vale Preschool:** A 38 place OFSTED registered setting which provides childcare for working parents or parents who access training.

## Grant Usage

The grant contributed towards paying for qualified youth workers to assist around 40 young BME males through sports sessions. ACT utilised sport as a strategy to engage with 40 BME young people aged between 14 to 24, individuals who predominately lived in jobless households. Sessions were held twice a week on Fridays and Sundays.

Additionally, the sporting sessions were then followed up by soft skills workshops and focus group sessions at ACT in the Fir Vale Centre, one of the most economically deprived areas of Sheffield. Activities and topics covered in the workshops include confidence building, creative writing/poetry/Rap, mindfulness, skill sharing, mental health support, communication, problem-solving, team-working, What makes a good CV and cover letter, interview techniques and setting future career goals.

Three youth workers also helped to support the one-hour football sessions along with two additional employment support workers who assisted the one-hour soft skills workshops. Overall, the grant helped ACT reach those furthest away from the employment market and offer support to individuals where this is desperately needed.

“We started our workshops by giving all participants a mental well-being questionnaire so that we could form a baseline of attitudes, well being, confidence as the start, this was then repeated at the end of the first year and we have been able to assess any changes or improvements to this initial assessment with a repeat of this questionnaire at the interim period. All participants showed an improvement to their initial well-being score.”



## Impact

“Feedback from our participants has been that this program has provided a positive diversionary activity. Football has given many of them reason to engage with us on many levels, least of all in our workshops and focus groups. It has allowed many to form new friendship and support groups and has strengthened connection with our service.”

The largest positive changes were evident in the participants outlook, feeling of well-being and confidence levels. Additionally, others saw positive changes in their engagement with learning, training, volunteering, and work.

Changes were measured through a series of focus groups sessions where discussions on topics effecting the participants the most were explored. The sessions helped the workers develop action plans for each individual, including small and attainable goals to work towards dictated by the participants themselves. This exercise was co-designed with participants; Each goal tackled and achieved was recorded on the action plan and further support was given if for goals not yet achieved.

The workshops carried out started by all participants a mental well-being questionnaire to form a baseline of attitudes, wellbeing, confidence before the programme began. This questionnaire was then repeated at the end of the first years assessment. All participants showed an improvement to their initial well-being score.



## EU Sustainable Development Goals





## Case Studies

### X1

**Upon joining the project, X1 (19)** had left school without qualifications, severely lacked confidence and came from a jobless one parent family. During the workshop and focus group sessions X1's confidence increased. During the career aspiration session, X1 showed an interest in joining the police force as a career path.

Following this, the IAG worker at the group contacted the Chief Inspector of South Yorkshire Police who then met X1 and counselled him on the best possible route in to policing. At the time, there was an initiative by South Yorkshire Police to address the race inequalities within the workforce. Accompanied by the group's chief exec, X1 attended an open day for the initiative. Following the date, ACT helped X1 apply where he was then accepted and currently works as a trainee police officer on the two-year programme initiative.





## Blend Cook, Eat, Share

### Impact and Outcomes

**IMPACT Category** - Improve life skills, education, employability and enterprise

**Primary Outcome** - Increased employability

**Secondary Outcome** - Increased educational attainment

**Primary Beneficiary** - Long-term unemployed

**Primary Issue** - Employment and Labour

**Primary Age Group** - Young Adults (19 – 25)

**Primary Ethnicity** - All Ethnicities

**Number Of Beneficiaries** - 20

**Gender Percentage**

- **Female** - 35%
- **Male** - 60%
- **Other** - 5%

**Primary Activity** - Recruitment/training of staff and/or volunteers

**Other Activities** - 1:1 support

**Project Area** - Sheffield



### Charity Overview

Blend Kitchen are a social enterprise that aims to support and change the lives of some of Sheffield's most vulnerable and disenfranchised community members. They provide structured hospitality training and paid work experience to people who have been marginalised by a lack of access to rights, resources, and opportunities. Services include outside catering, private hire events and corporate hospitality, providing a wide range of work experience opportunities.

For many trainees, Blend Kitchen is their first ever experience of paid employment. Based in the heart of Sheffield, Blend Kitchen also acts as a modern café, restaurant and events space, achieving AA Rosette standards for its food. Alongside delivering training within this space, Blend Kitchen also host fully inclusive live music, spoken word and theatrical events as well as art exhibitions and installations.



### Grant Usage

The project deliver by Blend kitchen aims to deliver 1-to-1 life coaching and employment support alongside engaging with business to showcase the multiple pathways to employment on offer to young people over the 3 years. The is being used to covers staff and coaching costs associated with running the programme. The programme gives opportunities to the most vulnerable young people marginalised from work for reasons including neurodivergence, mental health, physical disability, BAME, transgender, ex-offenders, homelessness/ leaving care, addiction/ drug misuse.

As part of the programme, each young person is provided with 1 to 1 Life Coaching and employability support to:

- Identify strengths and passions, build self confidence, explore/increase aspirations
- Update their CV and personal statement
- Learn tactics for job searching
- Participate in a practice interviews
- Business engagement to promote pathways to employment

The grant has enabled Blend Kitchen to work with 20 young people and achieve a number of things including helping some of them move into full time employment, build up their skills and confidence as well as build stronger links with the wider Blend Kitchen community.

### Media Coverage

Blend Kitchen has had a number of successful media interactions since receiving the grant:

- HRH Countess of Wessex visit to Blend Kitchen - In 2022 Blend Kitchen welcomed Sophie, the Countess of Wessex. This was covered by the local press including Sheffield Star.
- Sheffield Business Awards - Blend Kitchen won the 2022 social impact award at Sheffield Business Awards in recognition of their work. The awards were covered by a number of independent news outlets such as Unltd magazine along with other local news outlets such as the star and telegraph.



## Case Studies

"x came on a work placement from Sheffield Wednesday Community Foundation. When he started his placement he had been living in temporary accommodation having moved to Sheffield from Lincolnshire. During the placement x built up a range of skills and with the support of Blend Kitchen applied for a job with the Hilton Group. He was succesful in his application to them and has since progressed to a bar supervisor position."

They measured the impact in a number of ways;

## Impact

- Pre and post placement questionnaires - these were used to measure improvements in skills, confidence and relationships.
- Case studies - We collected case studies following the placements through interviews with the young people to evaluate the medium term impact of the placements. Many had moved into employment with our employers as a direct result of the experience and relationships they'd built while at Blend Kitchen.

Blend Kitchen recruited and provided a varied programme of hospitality training to many young people. Participants were recruited through multiple agencies and organisations including young people with special educational needs from Sheffield College, those who've experienced homelessness through Roundabout as well as a number of work experience placements from Sheffield Wednesday Community Programme.

During the placements participants undertook a range of front of house and back of house tasks. For the young people who undertook front of house placements, they worked with the young people to build up their confidence, skills and relationships with the wider team. Specific skills they learnt included customer service, barista, basic mixology, bar skills and health and safety at work.

Back of house work placements learnt a variety of cookery skills including basic pastry skills, bread making, knife skills, veg prep, basic butchery and fish prep and cookery. Along with this they helped them explore opportunities within the hospitality sector including meetings with local college lecturers as well as potential employers.

Additionally, Blend Kitchen ran several team socials to increase integration throughout the teams. These included trips bowling, walks and a scuffle board competition at a local venue. These activities helped the young people build stronger relationships with other members of the team and take part in positive activities.



Countess of Wessex Visit



Bread Making



Cooking Training

## EU Sustainable Development Goals



# Endeavour Training

## Impact and Outcomes

**IMPACT Category** - Improve life skills, education, employability and enterprise

**Primary Outcome** - Increased employability

**Secondary Outcome** - Increased educational attainment

**Primary Beneficiary** - Long-term unemployed

**Primary Issue** - Education, learning and training

**Primary Age Group** - Young Adults (19 – 25)

**Primary Ethnicity** - All Ethnicities

**Number Of Beneficiaries** - 22 (26 last year)

**Gender Percentage**

- **Female** - 40%
- **Male** - 60%

**Primary Activity** - bridging between projects, and fund supplemental activities

**Project Area** - Burngreave and surrounding areas in Sheffield



## Charity Overview

Endeavour training aims to ensure that all individuals have the opportunities and support to develop skills, knowledge and confidence that will allow them to fulfil their potential and create a positive future. The location of Endeavour is within an area of deprivation, where the need for support is high. We aspire to be at the heart of the community and meet the needs of the people within it, working with valued partner organisations who are trying to achieve similar outcomes. Overall, Endeavour's programmes and activities enrich the lives of individuals most in need through education and adventure.

**EU Sustainable Development Goals**



## Grant Usage

### Phase 1 – Developing confidence - Positive Change – Particip8

8 days of personal development and thinking about future aspirations.

- Future mapping and goal setting with Jonathan Kattenberg (Walking With My Bear)
- Orienteering around Greno Woods to gain navigation practice
- Expedition planned by young people through Peak District – from Hathersage to Bamford.
- Work experience organised based on interests and aspirations

Delivered

- 7 climbing sessions
- 2 canoeing sessions
- 2 orienteering sessions
- 1 Expedition

### Phase 2 – Hands On Experience - StreetGames

Sports Leaders

6 sessions at EIS, working towards sports leadership.

- Coaching development sessions, run in partnership with SIV coaching staff
- Potential to develop onto future sports leaders qualification.

Delivered

- 13 catering sessions in addition to cooking everyday
- 6 StreetGames sessions
- A tree planting session
- Broadening the curriculum in the education centre
  - 6 outdoor Geography field trips based at Fallcliffe Cottage
  - 2 coding sessions using Scratch
  - History field trip to Conisbrough Castle
  - 8 Boxing sessions at Steel City Gym
  - Watching the Wheelchair Rugby World Cup Semi-finals!
- Broader AP provision
  - KS3
  - Primary



## Impact

Endeavour have tracked individuals' own perceptions on their personal development formally and informally, through their SPOKES toolkit. They arranged for all of our their leavers to be able to progress into post-16 provision. The also took an active role in ensuring that they visited providers and completed application forms. Their focus with students at their alternative provision was to increase their engagement with education, and to reduce the risk of them becoming NEET after 16, - "Moving On Up is a brilliant source of funding to help us achieve this".

They also used other projects (such as funding from the South Yorkshire Police and Crime Commissioner) to work with the wider local community - establishing a youth group at the Endeavour site in Page Hall, as well as other groups across the city. They are currently also establishing links with Fir Vale campus of Sheffield College to work more with young people at risk of dropping out from that provision. From their detached youth work. they are aware that young people in the community are eager for more work opportunities, so are developing a range of qualifications, as well as building links with local employers that will help them to support young people into local jobs.

## Case Study

"We see a significant change in many of the young people who attend the Endeavour Education centre, but one student from 2021-22, E, came to us requiring individual 2:1 staff support on a one day timetable, during their Y10. We worked consistently with them to develop interpersonal skills and enable them to work in small groups and classroom settings, through the course of Y11. They graduated Endeavour with an Entry Level 3 in maths, and went on to establish themselves at a local college campus - we have received very positive feedback from the college that he has settled in well, a world away from his earlier behaviour. They returned to Endeavour via the Particip8 project, looking to increase their employability with local employers. We are currently developing an adult numeracy offer through Multiply, which we hope to be able to include E on when he is old enough."





# Grow Sheffield



## Impact and Outcomes

**IMPACT Category** - Improve life skills, education, employability and enterprise

**Primary Outcome** - Increased employability

**Secondary Outcome** - Improved mental health and wellbeing

**Primary Beneficiary** - Long-term unemployed

**Primary Issue** - Employment and Labour

**Primary Age Group** - Young Adults (19 – 25)

**Primary Ethnicity** - All Ethnicities

**Number Of Beneficiaries** - 36

**Gender Percentage**

- **Female** - 14%
- **Male** - 79%
- **Other** - 7%

**Primary Activity** - Workshops

**Other Activities** - 1:1 support

**Project Area** - Sheffield

## Charity Overview

Grow is a youth development charity that works with young people in Sheffield. Many of the young people that they work with face mental health difficulties that have resulted in social isolation and a lack of engagement in work or training prospects. At Grow they combine coaching with nature based projects to help our trainees combat social isolation, boost their wellbeing and develop employability skills.

**Document - Grow Gardeners Programme Official Overview**

**Video - Impact of funding on the Grow Gardeners Programme and their Trainees?**



## Grant Usage

The grant was used towards trainee resources and paying for the programme leaders and co-ordinators for the 'Grow Partners Initiative'.

The training programme offered paid work experience to young people as part of the 'Grow Gardeners Programme' and allow them to be part of small gardening teams.

The programme itself, is part of a wider initiative of developing young people's employability skills. Specifically, training in relation to the Grow Gardeners programme supported the development of soft employability skills in a nature-based context alongside wellbeing and positive peer relationship development.

The programme worked with young people from the most disadvantaged backgrounds, who are socially isolated, have mental health difficulties and are therefore far from the labour market..

## EU Sustainable Development Goals





# Roundabout



## Impact and Outcomes

**IMPACT Category** - Improve life skills, education, employability and enterprise

**Primary Outcome** - Increased employability

**Secondary Outcome** - Increased educational attainment

**Primary Beneficiary** - Homelessness

**Primary Issue** - Homelessness

**Primary Age Group** - Young Adults (19 – 25)

**Primary Ethnicity** - All Ethnicities

**Number Of Beneficiaries** - 56

**Gender Percentage**

- **Female** - 54%
- **Male** - 46%

**Primary Activity** - 1:1 support

**Other Activities** - Partnership/collaboration

**Project Area** - Sheffield

## Charity Overview

Roundabout is South Yorkshire’s local youth housing charity providing shelter, support and life skills to young people aged 16-25 who are homeless or at risk of homelessness. They we are strongly committed to ending youth homelessness through providing high quality, effective and flexible housing and support services to give every young person deserves the chance to have a bright future at a crucial stage in their lives.

Alongside their range of safe and secure accommodation, they provide a number of homelessness prevention services, including family mediation, peer education, employment and skills support and a drop-in advice centre. With a strength-based approach, they deliver comprehensive programmes of training, involvement and empowerment, supporting our young people to develop long-term independent living skills in order to break the cycles of homelessness.



A large proportion of the young individuals the seek out Roundabouts services have additional barriers to employment and training, on top of being at risk of homelessness. Many have mental health difficulties (33%), are care leavers or currently in care (21%), are recorded as a young offender or are at risk of offending (15%), or have children (6%).

## Grant Usage

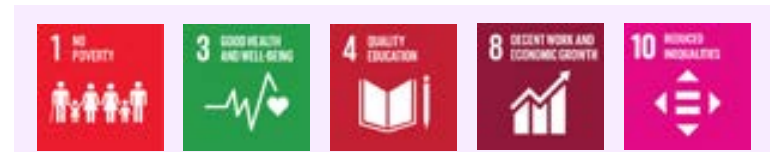
The grant contributed towards the salaries of the staff members providing the support services. Through the grant , Roundabout was able to provide bespoke careers support for young people who were homeless or at risk of homelessness, as part of their Homeless Prevention Service.

Their employment and skills officer worked across their organisation on a referral basis, accessible to young people whether they access the City Centre drop-in service, their accommodated in one of their properties or were referred from any other Roundabout’s services.

## Funded activities

- 1-2-1s with young people. Home visits, meeting at other Roundabout sites
- CVs, job search, application forms, support finding college and university courses, supporting YP to appointments with training providers, colleges, and universities
- Confidence building with young people
- Meetings with Future Builders project team
- Bursary panel workshops with EYH and potential funders
- Meetings with Fletchers Waste for potential vacancies
- Meeting with Henry Boot re potential employability support and work experience
- Meeting with St Lukes re-volunteer roles
- Meeting with social enterprise Blend for volunteer and paid employment
- Meeting Sky housing to discuss apprenticeship positions
- Setting up training course with Whitehead and Booth
- Meeting with Business in the community or potential partnership across Sheffield
- Meeting with HAYS recruitment

## EU Sustainable Development Goals





Impact

Beneficiaries received 1:1 support at their drop-in service or at their accommodation, depending on their preference. The sessions involved identifying the young person's skills, interests and career aspirations, and how these could be channelled towards a stable, worthwhile, and fulfilling career. Additionally, alongside working with local employers and training providers to identify opportunities, the officer also fully support individuals in applying for education and training courses where appropriate, expanding their career aspirations and working towards their goals. Individuals were given help concerning how to write and tailor their CVs. Continued support was also provided during their education, training, or work placement.

The grant ensured that they could continue to provide this essential work, enabling them to engage more young people with their specialist support, and to maximise opportunities to improve the youth employment landscape for young people facing homelessness in South Yorkshire.

Their EET worker continues to help the young people we support overcome some of the barriers they face to moving forward positively towards adulthood.

Roundabout

"The 1:1 support we give these young people can make a huge difference; having someone who keeps believing in them is so important, whatever their varying needs may be and whatever is going on in their lives. And the more young people we can help into work, education and employment, the better it is not only for them but for the local economy, as well as inspiring other young people to follow in their path. We monitor young people's progress on our in house system, which also records their progress in other areas depending on which of Roundabout's services they need based on their circumstances. Having lots of services under the umbrella of our organisation leads to joined up working and better outcomes for our young people."





## Case Study

### X1

"X1 came to roundabout after not getting on with their mum at home. The arguments were getting worse, and X1 was really struggling.. hey came to Roundabout and was able to gain a place in the future builder's property which they shared with two other young people. X1 was suffering with their anxiety but despite this X1 really wanted to be able to find a job. **"I had worked previously and wanted to find work where I would feel comfortable."**

X1 was put in touch with the Employment, Education and Training (EET) worker who arranged to go and see them at her home. The EET worker talked with X1 and looked at what they wanted to do. X1's CV was updated and the EET worker met regularly with X1 to apply for jobs.

A company got in contact through the Roundabout fundraising team who wanted to give a temporary opportunity to a young person to help them gain skills and experience and the EET worker talked to X1 about the opportunity. **"Because I have been able to gain experience before this in admin I felt like I would be able to do the job and I was happy to go for it"**

X1 had the interview and was successful in getting the job. X1 needed some work clothes so the EET worker told them about the bursary and X1 was able to get some work clothing ready for when they started as well as a bus pass for the first month. **"Being able to buy some work clothes helped so much. It gave me more confidence in going into a new job. I was also given a travel pass so I could get to work. This really helped me out."**

X1 was there three months and although it was a temporary role they were able to learn new skills. Once the job had finished the EET worker kept in touch with X1 and has started helping them again to look for work. **"It's so nice to know that I can continue to get support. It helps knowing that there is someone there to support me in looking for work still and that just because I had a job the support doesn't stop there, It means a lot"**

X1 has had a couple of interviews and knows that it won't be long until they will be working again.

**"I don't know what I would have done without the support, it helps me knowing that I don't have to do this on my own."**

### Roundabout



Document - Roundabout 2022 Impact Report





# Serenity

## Impact and Outcomes

- IMPACT Category** - Improve life skills, education, employability and enterprise
- Primary Outcome** - Increased employability
- Secondary Outcome** - Improved mental health and wellbeing
- Primary Beneficiary** - Not in education, employment and training (NEET 16-24)
- Primary Issue** - Education, learning and training
- Primary Age Group** - Young Adults (19 – 25)
- Primary Ethnicity** - All Ethnicities
- Number Of Beneficiaries** - 6
- Gender Percentage**
  - **Female** - 95%
  - **Male** - 5%
- Primary Activity** - Multiple activities
- Project Area** - Across the Dearne, Barnsley, Doncaster, Rotherham



## Charity Overview

Serenity aims to give young people and adults of all ages an opportunity to develop their interests through providing the skills and opportunities to engage in both accredited and non-accredited training to advance their ability to gain employment. The project is based in the Dearne area of South Yorkshire where there is a significantly high number of young people unemployed, on low income and benefits often with added disadvantage of low confidence and self-esteem.

Individuals at Serenity train in Hairdressing, Beauty, Holistic and Health and Wellbeing courses eg (flowers, candles/soaps/shampoo making, mindfulness and meditation). Individuals who work with Serenity can often struggle in normal college environment and lack 1-1 support due to the large group sizes. Alternatively, Serenity's services enhance communication skills to small groups of six.



## Grant Usage

The project entails offering employment and development support to young people over the space of three years. The grant was used to help acquire necessary subject tutors for to administrate and implement the opportunities.

The grant is currently being used and will continue to be so over the duration of the Moving on Up Programme, to support the of introductory courses to provide individuals within the local area, the relevant skills knowledge and understanding in different areas. Two days a week individuals covered skills such as making shampoo bars, makeup, face creams, flowers whilst also engaging in Health and safety of the workplace interview skills and customer service workshops. The aim of these introductory courses was to progress learners onto an accredited course within the hair and Beauty sector overtime. Individuals over the course of the year, worked toward accreditations in an area of hair and beauty whilst also gaining work experience in an active salon-based environment.

Serenity's fully qualified tutors were involved in the programme and its delivery across different subject areas. Their tutor, who is a specialist in delivering to NEETS (BA honours in working with children and young people), was the coordinator of the activities, both teaching and supporting the learners and other tutors who were involved with the activities.

Measures were clearly set, monitored, and measured through the ongoing theoretical work and practical assessments. Clear smart achievable targets were also set on a weekly basis, so each learner knew the route of their learner journey at all times. All work in both the employability skills and Hair and beauty qualification were continually internally and externally assessed at regular intervals.



Manicure - Session



Curling - Session



### Funded Activities - To date

- Have completed a level 1 VTCT Award within the Hair and Beauty sector ,accredited qualfication, with 6 learners . The individuals also completed Manicures, Nail art, shampooing, plaiting/ twisting, blow waves and setting and dressing hair skill areas.
- The individuals also completed their health and safety in the work place and communication skills within the workplace skills learning sessions. All learners have now completed this qualification having passing all of their tests and practical assessments, and are currently ready to progress to a higher level.
- Integrated Maths, English, and CV writing skills were within course showed overall improvement.
- All learners achieved all of their targets and are now looking at progressing into higher learning.

### Impact

“All of our beneficiary students were out of work not knowing how they were going to progress in life. This course as improved all of the learners’ soft skills as well as their skills to move them into employment. Their personal thinking skills have improved so much, giving them achievable targets throughout the course. This has then progressed them to becoming involved as a volunteer, into employment or/ and moving to a higher level of learning with us, within the hair and beauty Industry. Not only have these learners benefitted but their friends and family from the local community have benefitted by learners practising on them the treatments they have been completing and discussing what they have been doing at Serenity. This has also increased people from the local community coming into our training salon having treatments done so helping them with their mental health and self-care, improving their lives too.”. - Serenity

### Learner Feedback

#### What are you doing next with your learning?

**NM** - “Going to start level 2 at Serenity, so I can be a fully qualified hairdresser”.

**CS** - “Learning nail extensions + pedicure on a higher qualification so I can become a nail technician.”

**CW** - “Another course. I would like to learn more regarding hair.”

**AB** - “I am going to go onto L2 hairdressing”.

**MH** - “I’m hoping to go onto do nails full time – maybe a higher course”.

**MK** - “ Level 2 in nail services as this is what I love doing ( at serenity)”.

### Case Studies

**Cara Whitehead (16)** – experienced a very negative time at college that knocked her confidence, made her upset and decreased her motivation towards pursuing a career in hair and beauty. Over the course of the year (2022) in November, Cara asked to be a volunteer and is now considered a valuable team member. Cara will now be progressiong on to be a level 2 heairdresser. When asked about how she felt regrading the help received, Cara stated that “it is the best decision I have ever made”. She also stated how the programme had restored her confidence in the learning due to knowing that there are really good tutors there for the individuals.



Hairdressing





# The Suit Works



## Impact and Outcomes

**IMPACT Category** - Improve life skills, education, employability and enterprise

**Primary Outcome** - Increased employability

**Secondary Outcome** - Increased educational attainment

**Primary Beneficiary** - Long-term unemployed

**Primary Issue** - Employment and Labour

**Primary Age Group** - Young Adults (19 – 25)

**Primary Ethnicity** - All Ethnicities

**Number Of Beneficiaries** - 121 people (11 months) - target (115)

**Gender Percentage**

- **Female** - 41%
- **Male** - 58%
- **Other** - 1%

**Primary Activity** - Core Cost

**Other Activities** - Project development/planning

**Project Area** - Sheffield City Reg

## Charity Overview

The Suit Works is Sheffield-based charity that helps unemployed people succeed at interviews by building confidence through personal styling and interview coaching.

This unique service helps to break down barriers to employment through helping and supporting unemployed people of all ages who are trying to get into work by giving them a styling session and smart interview appropriate clothing when they have the offer of a job interview and they do not have or are unable to afford to buy anything suitable. This service has transformative effects on the clients through increasing their self-esteem and self-respect.

Additionally, they help clients also prepare for interviews though providing informal interview skills training that covers topics such as body language, grooming, dealing with nerves and preparation or practical skills which may include something as simple as how to iron a shirt.



## Grant Usage

The grant assisted with the staffing costs associated with the charity. This has allowed for continued services related to interview preparation being provided to unemployed individuals. A proportion of the grant contributed towards the CEOs salary. (The Suit Works has just two part time members of staff so the CEO role is a varied one that has responsibility for many areas).The extra 5 hours a week enabled the organisation to continue to expand their services due to extra time being available to increase service engagement and partnership working.

## Impact

The increase in younger people supported was achieved through the CEO engaging with new referral agencies such as Together for Sheffield and Sheffield United Community Foundation. Both of these partnerships have involved the CEO visiting both organisations and providing workshops to younger people about the importance of presentation and interview preparation. They were also involved in mock interviews. Following this, the younger people in need of their service attended the Suit Works HQ for a personal styling session to complete the interview preparation process. Moreover, the funding also enabled the CEO to look at the funding strategy and to focus their attention on community fundraising. This has resulted in a small pot of funding made available to them which in turn has enabled them to recruit a Client and Wardrobe Co-Ordinator half way through the year.

They aimed to increase referrals amongst younger people (age 14-30) by 25% each year. In year 1, they aimed to see 115 younger individuals use their services. Due to the grant, the organisation surpassed their target and reached 121 people (in 11 months March 22 - Jan 23). All the individuals visited them had a styling session, confidence building session, basic interview preparation (where required and where not offered by their current support organisation) and clothes to keep for any future interviews.

## EU Sustainable Development Goals





## The Suit Works

"Due to the withdrawal of financial support and the lack of support elsewhere, individuals are facing many barriers to employment. We are able to assist with giving them the tools to succeed and reach their potential. When we take into account ALL clients (covering all age groups, not just younger people) of The Suit Works we know around 63% are successful in gaining employment.

### Media Coverage

All referrals were from organisations running training courses, employability support or direct from DWP. As most referrals succeeded in gaining an interview, they view the individual as having completed their training. They are looking at the criteria for this so that it will be clearer next year. E.g They will look at taking details of a referrals route to them, rather than just the referral organisations info e.g training course/employability.

The Suit Works receives referrals from 92 agencies across the region. Moving forward, they want to increase referrals in this area by at least 25% each year over the next three years. Their original estimations are below:

- Year 1 = 115 younger people
- Year 2 = 144 younger people
- Year 3 = 179 younger people



## Case Study

"X1 was referred to us from the DWP(Cavendish Job Centre). Initially she was unsure about even attending the appointment and it took several attempts to make the appointment.

When we met X1 we immediately knew they had so much to offer. They were determined and had a great personality, but was very unsure about their upcoming interviews. X1 had recently had many unsuccessful interviews and had lost all confidence.

When it came to their styling session, X1 wanted to wear black trousers and black top as they were not sure that you were even allowed to wear a dress to an interview! We persuaded them to try something colorful on and then moved to a dress and blazer.

Their confidence was clear to see as X1 chose the bright orange bag herself.

After her styling session we sat with her and went through the interview and covered basic tips to help her through. We ensured she knew where she was going and how best to prepare.

Whilst waiting for the outcome of their interview, X1 agreed to return and be interviewed for ITV news about her experience with The Suit Works. X1 spoke confidently and we had their family members and work coach get in touch with us to thank us for our support. They had all seen a huge change in their confidence levels since visiting us. Being interviewed for a tv item was something they wouldn't have previously considered.

X1 really understood the service and was overwhelmed with gratitude. So much so they wanted to volunteer with us until they secured a role. They wanted to help people in the same way we had helped her. Unfortunately (or fortunately!) They didn't have chance to take on the volunteer role as they secured themselves a retail job.

X1 has stayed in touch with us and has been in their role for several months now. It's the perfect role for them and we are extremely proud to have been with X1 every step of the way! We very recently saw X1 at an event. Whilst X1 is still working, X1 is always on the look out for another part time role. X1 was wearing one of the outfits we provided for them and their confidence is still clear to see!"

**Faye Mellors, CEO The Suit Works.**



## Testimonials

### Depaul Agency

"We have limited allocated funds for our clients for EET purposes and we would have less to use on paying for courses/travel/course books etc. The Suit Works specialises in providing a service which not only supports the client to select the right clothes for their interview, but also gives the client a boost of confidence from such a great service."

### Zest Community

"The clients we work with was not able to get interview clothes they would probably not go for the interview this would result in some clients not wanting to go into work Suit works is a huge help when support clients with interview clothing when the clients have not got the right clothes or can not afford any clothes."

### Princes Trust Rep

"Because there are no any other charities providing such a service, that I know of, and the client group I work with are mostly all at the age of starting out their careers, so appearance is more important, and interviews are a fact of life for getting anywhere. Plus, I found the service provided by The Suit Works was such high quality, both interpersonally and the clothes provided, that it would be a dreadful loss to Sheffield, if it did not exist."

## Media Coverage

1. **A feature on national ITV news**
2. **A featured in The Sheffield Star**
3. **Client Stories - Film** : "A local film maker put together a film using a poem that was written and performed by a local poet. The two lead roles were former clients who agreed to be filmed. This was made several weeks after their appointment with us, so you could see a real difference in their confidence from when we first met them." **Suit Works**



To view the links 'click' [1](#) [2](#) [3](#)





# Together for Sheffield

## Impact and Outcomes

**IMPACT Category** - Improve life skills, education, employability and enterprise

**Primary Outcome** - Increased employability

**Secondary Outcome** - Improved mental health and wellbeing

**Primary Beneficiary** - People with mental health issues

**Primary Issue** - Employment and Labour

**Primary Age Group** - Young Adults (19 – 25)

**Primary Ethnicity** - White British ( secondary - All Ethnicities)

**Number Of Beneficiaries** - 27

**Gender Percentage**

- **Female** - 42%
- **Male** - 53%

**Primary Activity** - 1:1 support

**Project Area** - Sheffield



## Charity Overview

Together for Sheffield are a Christian organisation who work individuals within the local community, regardless of faith, to alleviate food poverty, find employment for young people out of work, and break cycles of debt.

"No-one should have to go hungry. Every young person should have the opportunity to get experience and earn a living, and no-one should feel suffocated in debt."

Their services include:

- A young adult employment and mentoring scheme alongside a referral network of likeminded organisations. This includes a 12-week training course with a focus on character and identity. Run by their own staff, young adult participants can learn vital skills that will set them up for their future careers, with advice in financing, practise for interviews, things to consider when starting up/running their own business. The unique aspect of this course is the focus on building the social capital of each participant and the wrap around 121 mentoring that each participant receives. They seek to give the participants as many opportunities as possible to engage with the work place and with people in a position to help them find fulfilling work.



## Grant Usage

The grant contributed towards providing 1:1 mentoring and wellbeing support sessions to young adults at risk of long-term unemployment. These individuals also received access to peer-to-peer support and training from a mentor. The mentors advocated for their mentee in their own networks, acted as sounding boards and sources of encouragement and connection to a wider community of support.

- **Who:** Young people suffering from mental health and social anxiety and isolation.
- **Staff:** A paid volunteer mentor co-ordinator. Volunteer mentors from across Sheffield.
- **Activity:** The training and growth of a volunteer mentor network.
- **Location:** Informal 3rd spaces, phone and online
- **Where:** Across Sheffield and the surrounding regions.

## Impact

"Throughout the short time that Ascend has been operating, we are making our presence in the wider community known! Some of our impact has been immediate, but the bigger impact we believe, will be long-term. Gathering in depth data on our young people has helped us to understand some of the long-term and cyclical patterns that form attitudes towards employment"..

"Almost immediately, we established a link with S6 Foodbank. Our shared sense of purpose; to offer dignity and a chance to every individual has meant a natural and complimentary relationship has been formed ... From there, we have been able to connect with Foodbank, offering reciprocal help; those on Ascend who aren't ready for paid employment have the opportunity to volunteer with them, some Foodbank employees have signed up to mentors with us, and Foodbank clients have been referred to us to us. As well as this, longer term, we hope that by seeing more and more young adults into work, the strain on the Foodbank will begin to ease .....



..... From there, we have been able to connect with Foodbank, offering reciprocal help; those on Ascend who aren't ready for paid employment have the opportunity to volunteer with them, some Foodbank employees have signed up to mentors with us, and Foodbank clients have been referred to us to us”  
80% of this cohort are now employed and 20% have taken up volunteering opportunities."

### EU Sustainable Development Goals



### Case Study

X1's Story so Far ...

**"I'm not as anxious as I used to be. Ascend has shown me I can do it."**

We first met X1 at a very busy jobs fayre which was held at a local Job Centre. X1 was well-presented, on time and engaged, but seemed painfully shy and very anxious.

We initially set X1 up with a work trial in a sweet manufacturer. In the first couple of weeks X1 spent on the Ascend employment programme (a combined programme of work experience, training, and mentoring), she was tearful at the thought of having to speak in front of a small group, wouldn't contribute to any sort of discussion and eye contact was minimal; she spent most of the time looking at the floor.

However, one of our mentors - Nikki - set to work immediately in working with X1 to overcome her barriers to work, as well as helping X1 work out where her dreams might take her and how she might achieve them.

The mentoring relationship built with X1 has been transformative for X1. Nikki has spent hours getting to know X1, identifying strengths and weaknesses. She visited X1 during her work trial, encouraging her to keep building her bank of work experience, easing worries and concerns, and helping X1 to focus on the areas in which she is excelling.

X1 successfully completed her first work trial, but was not successful in securing a long-term role there. She continued meeting Nikki and coming to training sessions where we started to see a different side to X1. She was often the first to speak during discussions; she started to share some of her interests outside of work, she brought others - who were just starting their employment journey with us - into the group, reassuring those who felt nervous and afraid. Throughout the course of these sessions, Nikki started to notice that X1 was very organized: she would be prompt with replying to messages, eager to provide anything admin-related by email, and was confident using computers. Nikki and X1 spent some time during their mentoring sessions working out together why the sweet factory wasn't the place for X1. From those mentoring conversations and Nikki's observations about X1's natural flair for admin and organisation, we found X1 a new work trial, this time in an office environment.

X1 is now employed, but just as importantly her social anxiety and depression has hugely decreased, her soft skills are being constantly honed and her confidence to employ them is markedly improved. X1 has gone from not being able to communicate any sort of dream or future aspiration to confidently making eye contact with me as she tells me, "I'm looking forward to seeing where my job at \* might lead, they always say at Ascend the journey isn't over, so watch this space."



# Work-Wise Foundation



## Impact and Outcomes

**IMPACT Category** - Improve life skills, education, employability and enterprise

**Primary Outcome** - Increased employability

**Secondary Outcome** - Improved economic wellbeing

**Primary Beneficiary** - Long-term unemployed

**Primary Issue** - Employment and Labour

**Primary Age Group** - Children and Young People

**Primary Ethnicity** - All Ethnicities

**Number Of Beneficiaries** - 10 ( Module Testing Phase)

**Gender Percentage**

- **Female** - 30%
- **Male** - 60%
- **Other** - 10%

**Primary Activity** - Project development/planning

**Other Activities** - Partnership/collaboration

**Project Area** - Rotherham

## Charity Overview

The Work-wise Foundation is an employer led employability skills charity based in South Yorkshire. Since its creation, the charity has provided over 100,000 experiences and support to young people through its events, activities and programmes. They act as a resource for young people up to the age of 25 living in the Sheffield city region and surrounding areas, by providing advice, assistance, organising programmes for education and training and other activities such as:

- Helping youth develop their skills, capacities and capabilities, enabling them to participate in society as independent, mature and responsible individuals
- Advancing education and employability
- Relieving unemployment
- Providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

## Grant Usage

The grant was used towards the delivery of the 'On-Track to Employment' programme which offers employability training to young people and those about to enter the world of work.

young people access to employer-led, employer-designed employability training to improve their understanding about the world of work, gain knowledge of different routeways into work, and develop the essential skills, knowledge, confidence and aptitude to be work-ready.

The programme consists of modular experiential learning, co-delivered with employers. Modules were developed using their employer designed employability framework that aligned to The Gatsby Foundation recommendations for work-ready young people, developing young people's character, skills and knowledge including Responsibility, Reliability, Time-management, Resilience, Enterprise; Critical thinking, problem solving, Communication, team working etc.

### Module examples:

- World of work (understanding the workplace, employer expectations and including company visits and work-experience)
- What Employers Want – Focus on the work applications, CV's, interviews etc
- Indispensable Me – Developing aptitudes and soft skills to become successful employees
- Supporting Me – Building resilience and support networks
- Moving On – Careers pathways
- Participants will build an On-Track Portfolio capturing their learning/development for job applications.

The programmes flexible modular approach once implemented in spring 2023 will help fit to the individual circumstances of young individuals. Additionally the group has worked with schools/colleges/community groups/JobCentres to identify cohorts of young people and who can deliver their programme in education, post school, during holidays etc or do half/full day sessions with participants who are unemployed.





A large proportion of year 1 was spent preparing for the programme, with the main delivery planned to take place next year. This year they designed and piloted the modules with different cohorts of beneficiaries to test out the usability for a 13 year old v 25 year old, and have, where necessary, developed dual delivery styles and materials. This first year of programme funding also enabled the charity to respond to local labour market opportunities further their work with local employers to ascertain missing elements and how to future proof the programme what they feel we need to include in the programme to future proof it.

Through consultations with employers, the charity found a few themes that were consistent regardless of size, location and sector. These being - Employability skills, aptitudes and knowledge; employer led experiential careers pathways, skills, knowledge and awareness of jobs and roles in sustainability and the green economy was also a common theme from many of the employers. Due to the research, additional modules were added to the programme. The group are liaising with South Yorkshire Mayoral Combined Authority on this and their Cornerstone Employer Group, which consists of the sectors that are predicted for jobs and growth in the future. Additionally, the charity are in the process of creating a sustainability careers development group with employers from different sectors to help them to develop the content and delivery format to include. The charity are also liaising with Skills Street to see how their 'On Track programme', including the sustainability module, can be incorporated into future plans.

Due to this, the previously noted 15 days of preparation time for the programme was exceeded, totalling 20 days. The group predicts a further 7-10 days of preparation as time will be needed. This should not affect the delivery of 60 people undertaking the full programme as the group are working to make the delivery more efficient.

10 beneficiaries were noted to take part in 2022, however such individuals were testing out the modules before the delivery of the programme in the coming year.

Although unable to report on the impact on beneficiaries as the programme is yet to launch, feedback from the pilot was promising, showcasing increased confidence, motivation, and ability to make more informed career choices, and better prepared for the job application process.



**EU Sustainable Development Goals**





# St Mary's (Bramall Lane) Community Centre

## Withdrawn Project

Unfortunately, this project was withdrawn after being awarded the funding due to their partner, OID, being unable to recruit the young individual needed for the project to progress. The funding was then returned to the foundation by the community group.

## Proposed Impact and Outcomes

**IMPACT Category** - Improve life skills, education, employability and enterprise

**Primary Outcome** - Increased employability

**Secondary Outcome** - Improved economic wellbeing

**Primary Beneficiary** - Long-term unemployed

**Primary Issue** - Employment and Labour

**Primary Age Group** - Reduced offending/anti-social behaviour

**Project Area** - Sheffield

## Charity Overview

St Mary's Community Centre is a separate charity founded by the church to deliver projects which bring people together to address the chronic social problems of poverty and loneliness. They blend crisis support with programmes aimed to help people realise inner changes that will make it more feasible for them to break free of the cycles of poverty they are caught in. They call this programme, "Transformational Volunteering".

The heart of Transformation Volunteering is helping people to help others and enabling the felt sense of being part of a greater community. It works best when complimented by a suite of practical supports and activities. At St Mary's these services include, a Social Supermarket, debt advice, coaching, groups in budgeting, spending habits, confidence building, etc. They also run club and classes centred around cooking, including budget cooking, English language, access to Citizen Advice, walking, gardening, arts and crafts.



## Proposed Grant Usage

The project aimed to deliver group sessions over the space of three years to young people who have either lived in care or who arrived as unaccompanied refugees. In providing this employment support, a grant was given to provide for equipment and staff costs.

The group were going to work with primarily with OID (<https://oid.org.uk/>), who house Young People who have either Lived In Care (LiC) or are Unaccompanied Asylum Seekers or Refugees (UASR).

The MEGA (My Employment Goals Achieved) Project was planned to help move young people aged between 16 and 30, (most we expect to be 18-25,) towards employment. It was designed to combine bespoke mentoring and support to individuals with group exercises and supported links to other employment related programmes in the city (for example working with Manor and Castle Development Trust).

Each year, for 3 years, the project was designed to run 6 group sessions with a self-selecting cohort of 10 – 12 young people who have additional needs arising from their LiC or UASR background. Most we expect will be living in accommodation provided by OID, but others could be supported by other agencies within Sheffield.





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