

Local Community Fund 2019-23 Schemes

Employment and Skills

Employment and Skills

Scheme 4A - Developing and embedding good practice in the work place for people with disabilities, learning difficulties and physical and mental health barriers to work

Overview of what the theme aims to achieve

We want to help local residents to capitalise on the dynamic employment growth occurring around them. This is because we know that being in work improves outcomes in many areas of life including mental and physical health and wellbeing. We will encourage employers and education providers to work closely and ensure that the education and skills training available supports the needs of the job market. We want residents to take advantage of the skills and employment training services available locally. And we are working with local employers to ensure they play their role in supporting the community, through inclusive recruitment, responsible employment and fair access to jobs. We will push for economic investment that is coordinated and focused and for a borough that is a dynamic place for innovation and those who want to set up a business. And as large employers, the members of the Tower Hamlets Partnership will also ensure our own organisations are inclusive and open to local people too, improving our apprenticeship schemes, community outreach and local employment practice.

The VCS has a unique role in helping to achieve that vision through innovative community focussed services co-designed with local residents and service users. This theme sets out the priority areas where VCS organisations are well placed to make a significant impact.

Priority

Promoting ethical employer practices to focus on improving employment and progression opportunities for disadvantaged people, with an emphasis for employers on improving business productivity.

In this priority we are looking in particular to:

- 1. Improve employee retention;*
- 2. Increase employee progression;*
- 3. Improve employee-employer relations;*
- 4. Ensure employers are better informed of how to support their employees;*
- 5. Employees feel more comfortable and better supported in the work place;*
- 6. Increase take-up of relevant support services;*
- 7. Develop packages of support measures for businesses and employees;*
- 8. Enhance productivity*

Outcomes

- 1. More disabled people and people with mental health issues access work experience placements and employment opportunities*
- 2. Disabled employees feel more comfortable and better supported in sustainable roles in the workplace*

Local Community Fund 2019-23 Schemes Employment and Skills

3. *Disabled people have access to meaningful, relevant training and skills development*
4. *Tower Hamlets employers are more inclusive and employ more disabled people and people with mental health issues, and are more aware of how to support them.*

Examples of activities

We can achieve these outcomes through a range of activities and services. These might include:

1. *Activities focused on improving communication, increasing confidence, employers making reasonable adjustments, and mediation between employer and employee;*
2. *Activities focused on improving access and sign-posting to relevant services for support in the work place; including for mental health, disabilities, learning difficulties, health, other flexible working needs;*
3. *Business/employer ethical working policies developed and embedded;*
4. *Ambassadors from business and business support organisations recruited to promote programme*

These examples provide a flavour of the types of activity we might support but it is not intended to be a full list.

Geographic Spread

Bids may be submitted for borough wide projects or for projects which are specific to a defined geographic area.

Levels of Funding

The budget allocated to this theme is £435,000 per annum. Each priority area within this theme has a notional budget but there may be some variation depending on the number and quality of bids received. The notional budget for this priority is £YY,000 per annum.

There is no limit on the amount you may apply for but we intend to fund a number of projects within this priority so unless you are bidding as a consortium you should not bid for the whole of the budget. Also, please bear in mind the guidance about including full costs in your bid and that the Council will only be making offers different from the amount bid for in exceptional cases.

Local Community Fund 2019-23 Schemes

Employment and Skills

Employment and Skills

Scheme 4B - Reducing barriers to employment for disadvantaged groups

Overview of what the theme aims to achieve

We want to help local residents to capitalise on the dynamic employment growth occurring around them. This is because we know that being in work improves outcomes in many areas of life including mental and physical health and wellbeing. We will encourage employers and education providers to work closely and ensure that the education and skills training available supports the needs of the job market. We want residents to take advantage of the skills and employment training services available locally. And we are working with local employers to ensure they play their role in supporting the community, through inclusive recruitment, responsible employment and fair access to jobs. We will push for economic investment that is coordinated and focused and for a borough that is a dynamic place for innovation and those who want to set up a business. And as large employers, the members of the Tower Hamlets Partnership will also ensure our own organisations are inclusive and open to local people too, improving our apprenticeship schemes, community outreach and local employment practice.

The VCS has a unique role in helping to achieve that vision through innovative community focussed services co-designed with local residents and service users. This theme sets out the priority areas where VCS organisations are well placed to make a significant impact.

Priority

1. Reducing barriers to employment for disadvantaged groups

In this priority we are looking in particular to increase the number of women owned start ups

2. Employment and volunteering opportunities for older people

In this priority we are looking in particular to:

- a) *Increase in the proportion of older people who feel they are able to continue making a positive contribution in our communities through volunteering;*
- b) *Older people develop employability skills;*
- c) *Older people have more confidence to look for opportunities*

3. Employment skills for vulnerable young people who are NEET

In this priority we are looking in particular to:

- a) *Increase the number of vulnerable young people engaging and accessing provision;*
- b) *Reduce in the percentage of young people who are NEET*

4. Employment and skills for young people at risk of achieving poor outcomes

In this priority we are looking in particular to:

- a) *Increase educational attainment - post 16;*

Local Community Fund 2019-23 Schemes

Employment and Skills

b) *Increase in attainment for young people at risk of not reaching their full potential – e.g. white working class.*

Outcomes

- 1. Young people have increased life skills, employability skills, communication /presentation and interview skills and confidence, and have access to mentoring, work experience and internships*
- 2. Older people gain life skills and secure employment and/or voluntary roles*
- 3. Potential entrepreneurs/business founders have access to independent support and advice and increased knowledge of business and financial planning*
- 4. Increased opportunities for women that are far from the labour market or on a low salary to develop their confidence, soft skills, and work ready skills to access employment or start their own business.*

Examples of activities

We can achieve these outcomes through a range of activities and services. These might include:

- 1. Publicity and recruitment campaign to target audience;*
- 2. Business development courses specifically for women;*
- 3. Supporting access to sector business networks;*
- 4. Activities focused on supporting disadvantaged groups find employment, including: ex-offenders and homeless people, the long-term unemployed and economically inactive;*
- 5. Employment skills provision for vulnerable young people who are NEET- support to improve levels of attainment;*
- 6. Support to post 16 pupils with SEND;*
- 7. Access to supported internship.*

These examples provide a flavour of the types of activity we might support but it is not intended to be a full list.

Geographic Spread

Bids may be submitted for borough wide projects or for projects which are specific to a defined geographic area.

Levels of Funding

The budget allocated to this theme is £435,000 per annum. Each priority area within this theme has a notional budget but there may be some variation depending on the number and quality of bids received. The notional budget for this priority is £YY,000 per annum.

There is no limit on the amount you may apply for but we intend to fund a number of projects within this priority so unless you are bidding as a consortium you should not bid for the whole of the budget. Also, please bear in mind the guidance about including full costs in your bid and that the Council will only be making offers different from the amount bid for in exceptional cases.

Local Community Fund 2019-23 Schemes

Employment and Skills

Employment and Skills

Scheme 4C - Support focused on increasing access to art and cultural industries

Overview of what the theme aims to achieve

We want to help local residents to capitalise on the dynamic employment growth occurring around them. This is because we know that being in work improves outcomes in many areas of life including mental and physical health and wellbeing. We will encourage employers and education providers to work closely and ensure that the education and skills training available supports the needs of the job market. We want residents to take advantage of the skills and employment training services available locally. And we are working with local employers to ensure they play their role in supporting the community, through inclusive recruitment, responsible employment and fair access to jobs. We will push for economic investment that is coordinated and focused and for a borough that is a dynamic place for innovation and those who want to set up a business. And as large employers, the members of the Tower Hamlets Partnership will also ensure our own organisations are inclusive and open to local people too, improving our apprenticeship schemes, community outreach and local employment practice.

The VCS has a unique role in helping to achieve that vision through innovative community focussed services co-designed with local residents and service users. This theme sets out the priority areas where VCS organisations are well placed to make a significant impact.

Priority

1. Support focused on increasing access to art and cultural industries

In this priority we are looking in particular to increase numbers participating in arts activities and schemes that lead to training and employment in the creative sectors

Outcomes

1. *Increased opportunities in the arts and cultural industries for BAME people, women, disabled people, working class people, older people;*
2. *Increased access to industry relevant training;*
3. *Increase in people participating in arts projects for the first time*

Examples of activities

We can achieve these outcomes through a range of activities and services. These might include:

1. *Mixed arts provision for young people and disadvantaged groups;*
2. *Provision of activities focused on skills development for cultural industries.*

These examples provide a flavour of the types of activity we might support but it is not intended to be a full list.

Local Community Fund 2019-23 Schemes

Employment and Skills

Geographic Spread

Bids may be submitted for borough wide projects or for projects which are specific to a defined geographic area.

Levels of Funding

The budget allocated to this theme is £435,000 per annum. Each priority area within this theme has a notional budget but there may be some variation depending on the number and quality of bids received. The notional budget for this priority is £YY,000 per annum.

There is no limit on the amount you may apply for but we intend to fund a number of projects within this priority so unless you are bidding as a consortium you should not bid for the whole of the budget. Also, please bear in mind the guidance about including full costs in your bid and that the Council will only be making offers different from the amount bid for in exceptional cases.

DRAFT