

BRIDGE TO WORK PROPOSAL

Whizz-Kidz

CITY BRIDGE TRUST
Disability and Employment Fund
First-stage Application form.

Broadly speaking, we have three main aims for this fund:

- To support a significant number of disabled people into paid employment.
- Supporting disabled people in paid employment to stay in work and progress their careers.
- Supporting employers to recruit and retain more disabled people.

With the exception of work targeted at employers, all projects applying for this fund must have a target beneficiary group which falls between the ages of 16 – 30 and considers themselves to have a disability as defined by the Equality Act (2010).

This is a first stage application form designed to give us a preliminary idea of the kinds of projects which will help us to achieve our aims around disability and employment. Whilst we expect the nature of the project which you outline to remain consistent, due to the short turnaround time for this form we acknowledge that financial figures quoted may vary slightly.

Name of Organisation: Whizz-Kidz

Main contact details:

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Please describe briefly which of our aims your work aligns with, the outcomes you want to achieve and how you will reach those outcomes:

Since the 2014 SEND reforms, the London Councils have been working together to develop comprehensive approaches to ensure that disabled young people are able to achieve their goals and better life outcomes, including more opportunities to achieve employment.

Currently the available employability schemes for disabled young people in London are primarily targeted at those furthest away from the jobs market, taking referrals through special education and providing intensive support.

We have identified that disabled young people within mainstream education provision are leaving education without having had the chance to fully consider their future options or how their skills and experiences fit with opportunities in the jobs market. They are missing out on vital work placement experiences as schools and colleges are ill prepared to source and provide adequate placements with the right support in place. Critically, these young people are missing out and are not given the same first experiences of work that education provides for their non-disabled peers.

Over the past 24 months, we have piloted a partnership approach with Tower Hamlets to develop pathways for these young people to access specialist work skills opportunities and engage in work placements (as their non-disabled peers do) with employers who understand their impairment. Alongside the brokerage and training we provide to employers, we deliver non-intensive preparation sessions with the young people and on-the-job support, including Health Care Assistants to support any personal care needs the young person might have.

We are now ready to replicate this partnership model further across London. This project will work with 18 Local Authorities by the end of five years, supporting 300 disabled young people into work placements (including brokering opportunities and training employers), and increasing their confidence and skills. We will seek income from each LA to pay the London Living Wage for each hour worked by the young person.

At the end of this project, we will have designed a commercial model to take to LAs which will be self-sustaining and ensure that London's disabled young people in mainstream education have access to good quality, tailored support that can help them take their first steps into employment.

How much are you requesting from City Bridge Trust?

Please provide an additional single sheet with the detail of posts to be funded, etc, (eg title, salary incl NI/pension, hours per week) plus any other info you feel relevant.

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
Salaries (full cost)	30,000	30,000	60,000	60,000	60,000
Office/overheads	4,407	5,232	9,139	9,964	9,964
Volunteers					
Travel	500	500	1000	1000	1000
Management	5,000	5,000	5,000	5,000	5,000
Equipment	3,000				
Project Costs	820	820	1640	1640	1640
Health Care Assistants	5,500	11,000	14,400	19,200	28,800
Total	49,227	52,552	91,179	96,804	96,450

Are you providing any additional funds/resources from other sources towards this project?

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
Local Authority Contribution	4,800	9,600	14,400	19,200	28,000
Corporate income			10,000	10,000	10,000
Trust income			10,000	10,000	10,000
Local Authority income			5,000	10,000	15,000

(other costs)					
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What are the principal outputs you hope to achieve?

Year 1: we will deliver 8 employability skills days over the first two years, and 24 over the next three years

Year 2: We will develop partnership pathways with 18 new LAs

Year 3: We will identify and support 20 young people into work placements in year 1, 40 in year 2, 60 in year 3, 80 in year 4 and 100 in year 5

Year 4: We will pilot accreditation for employability skills days in two LAs in year 1 and roll out to all sessions by year 3

What are the principal outcomes you hope to achieve:

1. By the end of the project, disabled young people are better equipped to apply for jobs and attend interviews
2. By the end of the project, disabled young people have more confidence
3. By the end of the project, more disabled young people will have an increased awareness of the services available to support them into employment
4. By the end of the project, more employers will have an increased understanding of needs of wheelchair-using employees

Please outline how you will monitor/track progress against these outputs and outcomes:

For each outcome, we have set indicators to help us know how much difference we are making; additionally, we have set target measures that demonstrate what success would look like to us at various milestones, usually defined by a specific time period within the project e.g. by the end of project year 1.

All the outcomes of this project rely on being able to understand the changes that have taken place as a result of this intervention. In order to do this we will first seek to understand a baseline for all relevant indicators, omitting those that purely measure the number of participants taking part in specific activity. These baseline results may lead to changes in the target levels as they are currently presented, if baseline numbers are significantly lower or higher than anticipated.

For each outcome and relevant indicator, we have identified a method for gathering the data that fits in with our current practice and will not disrupt the way we plan to deliver our programmes. Much of this is facilitated by our bespoke children's services database where we are able to gather and store data.

Please see the table below:

Project Outcome	Indicator	Level	Data Collection Method
By the end of the project, disabled young people are better equipped to apply for jobs and attend interviews	The number of disabled young people who attend an employability skills day.	32 in year 1 32 in year 2 64 in year 3 64 in year 4 64 in year 5	Children's Service Database – all customer enrolled will be entered and activities recorded.
	The disabled young people who complete a work placement.	20 in year 1 40 in year 2 60 in year 3 80 in year 4 100 in year 5	Children's Service Database – all customer enrolled will be entered and activities recorded.
	% young people apply for a job, further education placement, volunteering opportunity or training within three months of completing a work placement.	60% at the end of each project year	Post evaluation – self reported by young person, but prompted by service team.
By the end of the project, Disabled young people have more confidence.	The % of young people who are confident to fill out an application form, prepare a C.V and attend an interview.	70% of young people at the end of each project year	Post evaluation – self reported by young person, but prompted by service team.
	The % of young people who report increased confidence	90% of young people at the end of each project year	Post evaluation – self reported by young person, but prompted by service team.
By the end of the project, more disabled young people will have an increased	% of YP state that they are now more aware of key Government-operated schemes	90% of young people at the end of each project year	Post evaluation – self reported by young person, but prompted by service team.

awareness of the services available to support them into employment.	% reporting that they feel they have access to a full- or part-time job.	60% of young people at the end of each project year	Post evaluation – self reported by young person, but prompted by service team.
By the end of the project, more employers will have an increased understanding of needs of wheelchair-using employees.	% of employers taking part Work Placements Programme are more supportive of young wheelchair users' participation in the workforce.	100% of employers by the end of each project year	Employer Feedback Survey – carried out at the end of each providers bespoke training.
	Number of unique organisations hosting work placements.	10 new each year	Provider database
	% of employers who have rolled out procedures to facilitate employment of YDP.	75%	Employer Feedback Survey.

Signed:



Please attach the following financial information:

1. Your most recent signed audited/examined accounts
2. Your latest management accounts with a forecast to the end of the financial year OR draft accounts
3. A budget for your whole organisation over the next year including confirmed and unconfirmed income.