**Manchester Work & Skills - North Manchester Over 50’s in to Employment Specification**

**Background**

Employment rates in Greater Manchester for people aged 50-64 are below the UK average. Being in good employment beyond the age of 50 supports financial resilience and promotes positive emotional wellbeing and opportunities to remain socially connected. Remaining economically active in later life is a strong determinant in older people’s health and wellbeing outcomes. In 2018/19 over 50’s was included as a priority group within the Work & Skills Strategy recognising the need to provide a focus on raising the levels of economic participation in over 50s.

In Manchester, 37% of 50-64s are receiving benefits with 1 in 4 claiming an out of work benefit, 80% of which is due to ill health. Analysis by the DWP shows that just 16.2% of people over the age of 50 are supported into a long-term job. That is a success rate of less than one in six - worse than any other group, regardless of gender, ethnicity, or disability.

One of Manchester’s biggest skills issues is the large number of residents with no qualifications. The biggest percentage of residents with low or no skills are in the 50+ age group (30%), with digital skills presenting as a main issue.

Age Friendly Manchester, the Centre for Ageing Better and the Learning & Work Institute have undertaken research on the employment and skills position of working age people over 50. Some of the main findings are listed below:

* **Engagement** is difficult
* An **asset-based approach** would provide a positive baseline:not all skills are formal or accredited or take experience into account
* **Tailored employability support**: some feel that the available employment support is not for them
* **Flexible (short) courses** are required - that match the needs of older people and are community based
* Older people may lack **confidence** and have issues around self-perception
* A need for **work experience/exposure**
* Internalised **ageism** : many feeling “too old to find a job” and a perceived reluctance by employers to employ older workers
* **Transactional barriers** make getting into work difficult ie. travel costs, ID
* A combination of **personal health needs** and **caring responsibilities** create a major barrier to work
* Need to develop **strong links to actual employment** opportunities
* Lack of mentoring support

**North Manchester Over 50’s into Employment Pilot Specification**

This specification is for a pilot test and learn project to deliver a bespoke service to support over 50’s residents who have been long term unemployed to enable them to move closer to the labour market or into employment.

Geographical focus : North Manchester with a specific focus on Miles Platting/Newton Heath Ward

**1.Service Requirements**

Manchester City Council Work & Skills team wishes to commission a pilot project to support out of work residents aged 50+ . We are seeking a provider to recruit, engage and support residents from the North Manchester area to move closer to or in to employment. The project should be an engagement service which offers tailored support to individuals but is connected in to a wider offer and can refer people into existing provision.

**2.Service Overview**

Learning from other over 50’s initiatives have been considered. Through this clear themes have emerged. These have been highlighted below and the provider would be expected to reflect these in their delivery.

**3. Engagement**Engagement with this group is difficult and forms an important part of this pilot, especially for those in the ESA support group who are not required to go the jobcentre regularly. In order to access the target cohort an innovative engagement strategy is required. The provider is encouraged to consider this and build in engagement pathways via voluntary and community sector organisations, work clubs, housing providers, and Age Friendly Manchester older people networks. Recruitment of the cohort should take place within the first 12 weeks of the contract.

**4. Delivery**

The provider will offer a service that engages and supports individuals, signposting and referring to specific specialist support. The commissioned project will include the following however, the way in which the service is delivered should be proposed by the provider and the bespoke requirements of participants will dictate the support they require.

* Using the Our Manchester strengths based approach to develop individualised support plans, with regular reviews and assessments at the start and end of the time on the pilot.
* Developing or maintaining partnerships/work collaboratively with other employment support and training providers, such as Work Clubs, programmes such as Working Well and employers.
* Developing partnership working with key organisations and existing services ie. National Careers Service, Manchester Adult Education Service & Jobcentre Plus.
* Delivering flexible training at suitable times to take into account any caring responsibilities.
* Developing strong links and signposting to appropriate health, wellbeing and social care provision
* Supporting participants with digital inclusion and basic IT skills.
* Ensuring engagement with ‘age friendly’ employers to provide employment opportunities.
* Supporting participants with ‘modern’ recruitment practices.
* Sourcing work experience, volunteering and mentoring opportunities
* Identifying and developing pathways into sectors/roles which are hard to recruit to e.g. health and social care, digital roles.
* Where participants are claiming Universal Credit or another DWP administered benefits, the Provider will ensure that the DWP work coach or call centre is made aware of the support being provided to the participants.
* Where participants do not take up the in depth support offered, the provider will recruit replacement participants in order to ensure that over the lifetime of the project, at least 50 participants benefit from intensive support and at least 50% of those participants move into ‘good quality’ paid work.

Providers need to demonstrate how their offer does not duplicate any current initiatives ie. Work and Health Programme, Motiv8, ESF and Be Well.

**5. Cohort**The programme will be open to North Manchester residents with a particular focus on Miles Platting/ Newton Heath ward. The provider will have a caseload of at least 50 residents who have been unemployed for 6 months or more.

**6. Outcomes**

The provider is expected to demonstrate achievement of specific outcomes including but not limited to :

* % into employment (minimum 16 hours per week)
* % of people into formal training
* % into volunteering
* % increase in skills that enable participants to move closer to the labour market
* % reporting increased confidence and reduced isolation linked to an employment pathway
* % of participants achieving positive health outcomes. Providers are encouraged to make use of monitoring tools to measure outcomes eg. STAR outcomes tool
* Support the full evaluation of the pilot to establish recommendations for best practice and guidance on how to expand the programme.

Providers are encouraged to identify additional outcomes.

**6. Social Value**

Manchester City Council is fully committed to Social Value. Social Value as set out in the Social Value Act of 2012 has been defined as the additional benefit to the community from a commissioning /procurement process over and above the direct purchasing of goods, services or outcomes. The provider will need to demonstrate embedding good practice within their own organisations for example; creating employment, training and work experience opportunities for North Manchester residents, supporting healthy living initiatives, reducing the environmental impact of your buildings. Any staff recruited to work on this contract is expected to be paid in line with the Manchester Living Wage, currently £9.00 per hour (2019/20).

[Social Value Toolkit](https://secure.manchester.gov.uk/downloads/download/6648/social_value_toolkit)

In order to ensure that this pilot benefits the residents of Manchester, the provider will need to ensure the best outcomes for the cohort by demonstrating the social and economic impact that the interventions have had, such as increase aspirations and overall well being for the cohort.

**7. Time Frame for delivery**

Project to commence October 2019 and be delivered over a 12 month period.

**8. Value of contract**

The value of the contract is £50,000 which should only be spent on costs specifically associated with the project.

**9. Contract Management**

The contract will be managed by Manchester City Council Work & Skills team and the provider will be expected to provide written updates and case studies to the MCC Work & Skills team on a monthly basis initially and then quarterly and as required, with a final report at the end of the project. Monitoring will be conducted with the purpose of continuous improvement and support.

**10. Marketing and Communications Material**

The provider will be responsible for production of all marketing and communications material. There will be a requirement for all materials to be signed off by the Work & Skills Team prior to use.

**11. Safeguarding**

The provider must ensure all staff are aware of and comply with safeguarding procedures for ensuring the safety and wellbeing of vulnerable adults.

**12. How to apply**

Providers need to complete the attached application form.

Proposals should include how providers have the necessary skills, knowledge and experience to deliver the contract.

**If you would like to discuss any of the above prior to submitting an application please contact Indra Power on Tel: 0161 234 4445 Email.i.power@manchester.gov.uk**