**Employment Support for Communities Experiencing Racial Inequalities**

**Expression of Interest**

The Manchester City Council Work and Skills Team is looking to commission a voluntary sector organisation to deliver two short projects which seek to engage with and support economically inactive residents from communities experiencing racial inequalities, to move them closer to employment.

The projects will build on a pilot project delivered earlier in the year that supported South Asian women from the North of the city to explore pathways to paid employment.

We are keen to work with one or two organisations who can engage and work with women of Pakistani and Bangladeshi heritage. For these women, some of the barriers to employment may include lack of English language skills, responsibilities in the home such as caring, social isolation meaning discomfort travelling somewhere unfamiliar or meeting new people, lack of family support and lack of awareness of support available that could facilitate them to enter the labour market e.g., free childcare or help with childcare, and benefits.

The aim of the projects will be to introduce participants to the idea of employment, so they can begin to contemplate and prepare to take actions that will move them closer to the labour market.

**Engagement** is crucial to the delivery, and we would require the provider to explore new ways of attracting this client group to engage in employment support provision. Learning from the previous pilot informs us that meeting people in social settings and events can be beneficial to engagement. We would require the provider to specify in their proposal the methods they would use to engage with this client group and any previous experience.

The projects should be delivered in a culturally proficient manner taking into consideration each participant's need and tailoring the approach.

The successful organisation(s) will be required to design and deliver the core content of the programme whilst working closely with the Work & Skills Team who will manage the contract.

£30,000 is available to be focused on the following: -

* **Recruiting participants who are not currently engaged in learning activity or employment** using activities that will build confidence & self-esteem
* **Providing information** around the support available for working women, and the advantages of working
* Empowering women to take a more active role to **address barriers to social inclusion** leading to employment
* **Promoting routes into employment/training/education/volunteering** and support toward these including enterprise and self-employment.

The geographical areas of focus are Cheetham, Crumpsall, Longsight, Levenshulme and Moss Side wards.

The successful applicant(s) will be expected to meet the following requirements: -

* Be able to evidence existing work with these communities.
* Ensure approximately 50 participants are actively engaged and complete the project. Participants are required to have Entry 3 or Level 1 English Language skills before commencing the program.
* Be flexible and able to change delivery according to need.
* Use networks to engage participants in pre-employment support.
* Signpost to wider support services, i.e., Health initiatives
* Work with other voluntary sector providers and community groups to facilitate removing barriers to social inclusion.
* Report % improved confidence, increased self-esteem and reduced isolation leading to an employment pathway (making use of monitoring tools to measure outcomes e.g., STAR outcomes tool).
* Report % into volunteering.
* Report % into formal training.
* Report % increase in skills that enable participants to move closer to the labour market.
* Provide monthly progress reports to the Work & Skills project manager.
* Be involved in evaluating the impact of the project with the Work & Skills project manager, to establish best practice.

It is anticipated that delivery of the project will begin in December 2023 and run until May 2024.

Payment will be made in two stages: payment (1) 70% at the start and payment (2) 30% in March 2024 subject to achieving or progressing towards meeting the requirements above.

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**Application Form**

To apply your organisation must have and be able to produce when asked:

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| --- | --- |
| a safeguarding policy  | ☐ |
| a GDPR (General Data Protection Regulation) policy statement | ☐ |
| a health and safety policy and/or procedures | ☐ |
| accounts, or an income and expenditure sheet | ☐ |
| a bank account in your organisation’s name with at least two signatories | ☐ |
| evidence (e.g., minutes) of Board / Management Committee meetings in line with your constitution | ☐ |
| a list of Board/Management Committee members including their roles | ☐ |
| a governing document (i.e., Constitution) | ☐ |
| relevant insurance | ☐ |

|  |  |
| --- | --- |
| **Name** |  |
| **Role** |  |
| **Organisation** |  |
| **Postal Address** |  |
| **Contact phone number** |  |
| **Email Address** |  |
| **Which localities does your organisation work in?** |  |

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| --- |
| **Provide a proposal of how you will meet the stated requirements including how you will engage the participants.** What you plan to do, who with, and how. Include your main activities and be as specific as possible. Your activities must support the objectives of the project. |
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**Demonstrate how your organisation meets the following criteria:**

|  |  |
| --- | --- |
| **Criteria** | **Evidence** |
| Experience of engaging with communities within the scope of this project. |  |
| An understanding of what the barriers to work are for the community within scope. |  |
| Include people with lived experience in service development. |  |
| Knowledge of the current employment and skills support landscape. |  |
| Achieving the objectives of the project and meeting key outcomes. |  |
| Meet monitoring requirements and record outcomes in compliance with GDPR. |  |
| Safety of participantsPlease could you: (1) Explain how you will assess and health and safety risks to your participants on this proposed project. Which measures will be put in place to minimise the impact of any risks, including compliance with COVID-19 restrictions where required.(2) Detail how you will ensure equality and diversity issues are considered in all aspects of your project. (3) Detail how you will ensure vulnerable adults are safe from harm and abuse on the proposed project. |  |
| Total cost of activities (including breakdown) |   |
| Value for money, including social value. |  |

**Please email this application to** **work.skills.admin@manchester.gov.uk** **by Monday 20th November stating ‘CERI Project Application’ in the title.**

Shortlisted applicants should be available for a conversation regarding their application the week commencing 27th November.

Applicants will be notified of a decision as soon as possible after this date.