

## Appendix B – Employment & Skills Programmes 2020-21

**Table 1. Employment & Skills Strategic Programmes (Skills and Employment Team)**

<b>Programme</b>	<b>Kickstart – Lambeth Council and Lambeth Council Gateway Scheme</b>
<b>Description</b>	<p>Kickstart is the flagship youth unemployment programme delivered by the Department of Work and Pensions (DWP), subsidising employers to take on unemployed 16-24 year olds for up to 6 months. Wage subsidies are paid at National Minimum Wage for 25 hours per week, with the option for employers to ‘top up’ either salary (to LLW, for example) or to full time hours. Kickstart eligible young people must be in receipt of Universal Credit and considered to be at risk of long-term unemployment.</p> <p>Economic Inclusion have submitted two Kickstart bids, one as a Kickstart employer for the Lambeth Council Kickstart Scheme, and one to act as a ‘Gateway’ for the national Kickstart Programme. As a Kickstart employer, it is proposed that Lambeth Council will create 48 high-quality work experience placements for young people within the organisation, paid at London Living Wage. As a Kickstart Gateway, Lambeth Council will be able to support the creation of high-quality work experience placements with external employers. Under the Council’s Better Placed Partnership, Lambeth Council will work closely with Southwark and Lewisham Councils to support the creation of placements across the partnership area.</p> <p>Referrals into Kickstart opportunities are undertaken by DWP Work Coaches. Economic Inclusion have agreed processes with DWP to ensure that young people nominated for roles from priority groups such as care leavers or those engaged with the YOS.</p>
<b>Delivery and outcomes</b>	<p>Funding has been agreed for 48 placements within the Council, and a further 66 placements through the Lambeth Gateway from 35 individual employers. In excess of 350 potential placements have been identified through employer expressions of interest across the three boroughs.</p> <p>The first tranche of recruitment for the Lambeth Council and Better Placed Gateway schemes is planned for April 2021. DWP, Lambeth College, Lambeth Adult Learning and Economic Inclusion team are working in partnership to engage, young people and provide pre-Kickstart placement training in advance of opportunities going live.</p>
<b>Programme</b>	<b>Lambeth Made Youth Promise &amp; Apprenticeships Workstreams</b>
<b>Description</b>	<p>Part of the Lambeth Made Education, Skills and Training for Employment strategic workstream, the Lambeth Made Youth Promise is the Council’s commitment to provide all young people aged 16-24 access to high quality careers advice and employment information, advice and guidance (IAG), linked to job or apprenticeship opportunities wherever possible.</p> <p>The Lambeth Made Apprenticeships workstream has undertaken some initial research and produced a set of recommendations to increase the supply and take up of apprenticeships across the borough. This</p>

	workstream also includes the Council apprenticeship programme, led by corporate HR.
<b>Delivery and outcomes</b>	<p>Programmes within the Youth Promise Workstream include:</p> <ul style="list-style-type: none"> <li>• Lambeth Made Youth Hubs <ul style="list-style-type: none"> <li>○ LDN Apprenticeships (Lansdowne Centre, Stockwell)</li> <li>○ Rathbone (West Norwood Library)</li> <li>○ 2 further locations in development (Brixton, Streatham)</li> </ul> </li> <li>• Steps to Success - employment support for Lambeth care experienced young people</li> <li>• Worksmart Work Experience programmes</li> <li>• Groundwork London - Green Jobs</li> <li>• Project Search &amp; SEND Supported Employment Forum</li> </ul>
<b>Programme</b>	<b>Opportunity Lambeth</b>
<b>Description</b>	<p>Historically the main function of the Opportunity Lambeth website has been to provide access for Lambeth residents to opportunities created on Lambeth developments, uploaded by S106 employers during the construction and end use phases. During the pandemic, the portal has flexed to become a local jobs board, with the Opportunity Lambeth team also proactively sourcing and posting opportunities for local people.</p> <p>The website has three key audiences: residents, employers, and employment and training providers.</p> <ul style="list-style-type: none"> <li>• Residents can create an account to search and apply for opportunities, set up email alerts when vacancies in their sector of choice are posted, and seek employment support appropriate to their needs</li> <li>• Employers can post job, apprenticeship, work experience and training opportunities, review submitted CVs and, where appropriate, access S106 module for reporting of outcomes on development sites</li> <li>• Employment and training providers can register with the Opportunity Lambeth Provider Network to receive access to Lambeth commissioning opportunities, Opportunity Lambeth provider forums and events, and appear in a searchable directory of provision</li> </ul>
<b>Delivery and outcomes</b>	<p>Since 1 April 2020, 660 residents have been registered on the Opportunity Lambeth client record management system (CRM). This comprises residents creating an account through the Opportunity Lambeth website, and those registered with Lambeth employment and skills commissioned providers.</p>

Programme	Opportunity Lambeth Construction										
<b>Description</b>	<p>In 2020-21 in response to the pandemic (and the cessation of the Central London Forward Construction Careers programme), the employment and skills service has taken on direct role in delivering construction job brokerage, recruiting two Construction Brokerage Placement Officers to act as a point of liaison for Lambeth sites and Lambeth residents seeking construction employment.</p> <p>The team is responsible for the negotiation of S106 clauses for Employment &amp; Skills, and agreeing Employment and Skills Plans for the construction and end use phases. These ESPs are then monitored monthly and progress reviewed over the lifetime of the site.</p>										
<b>Delivery and outcomes</b>	<p>Since November 2020, the Opportunity Lambeth Construction team have directly supported 19 residents into construction jobs and 2 into construction apprenticeships. 14 of those construction roles and 1 apprenticeship start have been on Lambeth or Vauxhall Nine Elms development sites. A further 10 residents have secured their own employment in non-S106 after receiving support through the service.</p> <p>Covid-19 has had a significant impact on development sites; while construction has continued for the most part sites are operating under strict social distancing and workforce numbers are therefore reduced. Vacancy numbers from the sites have been low, likely in part due to the reduction in workforce numbers but also due to the number of Workplace Co-ordinators (responsible for advertising roles on Opportunity Lambeth and reporting on employment and skills outcomes) still furloughed.</p> <p>Reporting and verification of site data during the pandemic has therefore been incredibly challenging. Site data for 20-21 is skewed, with reporting received sporadically from some sites and not at all from others. Reported job start data is also under query with two large sites reporting unusually high numbers comparable to others during the pandemic. This will be addressed on a site by site basis in end of year review meetings in March/April 21-22.</p> <p>In 2020-21 to Q3, total S106 outcomes reported from Lambeth development sites are detailed below:</p> <table border="1" data-bbox="464 1574 1337 1955"> <thead> <tr> <th data-bbox="464 1574 1173 1641">Outcome</th> <th data-bbox="1173 1574 1337 1641">Delivered</th> </tr> </thead> <tbody> <tr> <td data-bbox="464 1641 1173 1702">Site reported job starts for local people</td> <td data-bbox="1173 1641 1337 1702">219</td> </tr> <tr> <td data-bbox="464 1702 1173 1762">Site reported apprenticeship starts for local people</td> <td data-bbox="1173 1702 1337 1762">3</td> </tr> <tr> <td data-bbox="464 1762 1173 1823">Site reported work experience for local people</td> <td data-bbox="1173 1762 1337 1823">0</td> </tr> <tr> <td data-bbox="464 1823 1173 1955">Careers Inspiration &amp; Education activities (e.g. employer-led activity in schools, attendance and jobs fairs, inspirational talks for students)</td> <td data-bbox="1173 1823 1337 1955">5</td> </tr> </tbody> </table>	Outcome	Delivered	Site reported job starts for local people	219	Site reported apprenticeship starts for local people	3	Site reported work experience for local people	0	Careers Inspiration & Education activities (e.g. employer-led activity in schools, attendance and jobs fairs, inspirational talks for students)	5
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<b>Description</b>	<p>Part of the Lambeth Made Education, Skills and Training for Employment strategic workstream, the Lambeth Made Youth Promise is the Council's commitment to provide all young people aged 16-24 access to high quality careers advice and employment information, advice and guidance (IAG), linked to job or apprenticeship opportunities wherever possible.</p> <p>The Lambeth Made Apprenticeships workstream has undertaken some initial research and produced a set of recommendations to increase the supply and take up of apprenticeships across the borough. This workstream also includes the Council apprenticeship programme, led by corporate HR.</p>
<b>Delivery and outcomes</b>	<p>Programmes within the Youth Promise Workstream include:</p> <ul style="list-style-type: none"> <li>• Lambeth Made Youth Hubs <ul style="list-style-type: none"> <li>○ LDN Apprenticeships (Lansdowne Centre, Stockwell)</li> <li>○ Rathbone (West Norwood Library)</li> <li>○ 2 further locations in development (Brixton, Streatham)</li> </ul> </li> <li>• Steps to Success - employment support for Lambeth care experienced young people</li> <li>• Worksmart Work Experience programmes</li> <li>• Groundwork London - Green Jobs</li> <li>• Project Search &amp; SEND Supported Employment Forum</li> </ul>

**Table 2. Employment & Skills Commissioned Programmes 2020-21**

<b>Programme</b>	<b>Steps to Success</b>
<b>Funding</b>	£125,000 July 20-June 21 (£50,000 S106 matched funded by DWP £75,000)
<b>Provider</b>	Drive Forward Foundation
<b>Target group</b>	Lambeth care experienced young people aged 16-24
<b>Description</b>	<p>Steps to Success is delivered by the Drive Forward Foundation, a London-based charity working in partnership with Children's Service to support care experienced young people into education, employment, and training (EET) opportunities.</p> <p>Drive Forward work with a range corporate and employer partners to create bespoke pathways for care leavers and are the London recruitment partner for the Civil Service internship programmes. In 2020-21, eighteen Lambeth care leavers have been offered internships with government departments including Department for Culture, Media and Sport, Home Office and Foreign Office.</p>

<b>Delivery and outcomes</b>	<p>To the end of Q3 the Steps to Success service has:</p> <ul style="list-style-type: none"> <li>• Actively engaged with 74 young people</li> <li>• Secured 28 education, employment and training outcomes, including 18 Civil Service internships for care leavers (24 of whom were previously NEET)</li> <li>• Support 2 care leavers into apprenticeships</li> </ul> <p>The programme also offering mentoring support, and corporate engagement on the creation of care leaver specific opportunities. Employers engaged include:</p> <ul style="list-style-type: none"> <li>• Squire Patton Boggs</li> <li>• Brainlabs</li> <li>• Wunderman Thompson</li> <li>• Superdrug</li> <li>• Willmott Dixon</li> <li>• Oddbox</li> <li>• Baringa</li> </ul>
<b>Programme</b>	<b>Lambeth Careers in Construction</b>
<b>Funding</b>	£11,110
<b>Provider</b>	Construction Youth Trust
<b>Target group</b>	Lambeth NEET young people aged 16-24
<b>Description</b>	<p>Lambeth Careers in Construction programme connects NEET young Lambeth residents with construction opportunities in the borough through a programme of engagement, training and one-to-one support.</p> <p>In 20-21, 27 young people were engaged, 59% of whom were from Black, Asian and Multi-Ethnic backgrounds and 43% of whom had previously had involvement with the police or had offending history.</p>
<b>Delivery and outcomes</b>	<ul style="list-style-type: none"> <li>• 18 young people completed Level 1 Health &amp; Safety training</li> <li>• 5 young people secured CSCS card</li> <li>• 10 young people progressed into education, employment, and training destinations</li> </ul>
<b>Programme</b>	<b>Lambeth Rapid Response Service</b>
<b>Funding</b>	£66,639
<b>Provider</b>	Get Set UK
<b>Target group</b>	Residents whose employment has been impacted by Covid-19

<b>Description</b>	The Lambeth Rapid Response Service (LRRS) was set up in April 2020 to support newly unemployed residents and those whose employment has been adversely affected by Covid-19.
<b>Delivery and outcomes</b>	<p>In 20-21 during the global pandemic, the LRRS was brought in on a flat rate to secure employment support resource to support newly unemployed residents. This approach was taken recognising the uncertainties of demand, and the impact of Covid-19 on the labour market and in particular key sectors of employment for Lambeth such as hospitality, retail, and the cultural arts.</p> <p>The service has engaged 147 Lambeth residents since April 2020 and has supported 49 people into new employment opportunities.</p>
<b>Programme</b>	<b>Marcus Lipton Employment</b>
<b>Funding</b>	£24,898 S106
<b>Provider</b>	Marcus Lipton Community Enterprise
<b>Target group</b>	Unemployed young residents with a focus on Marcus Lipton Centre users and residents of Loughborough Junction.
<b>Description</b>	S106 funding in 20-21 is a contribution to the salary costs for the Youth & Employability Manager, employed by the Centre to support a change of culture and better engagement of centre users and local residents in employment and training related activity after the murder of Glendon Spence in February 2019.
<b>Delivery and outcomes</b>	<p>Marcus Lipton have engaged 56 young people through a number of innovative employment and training activities in 2020-21, including:</p> <p><b>‘Street Diversion’ - crime prevention and diversionary workshops</b></p> <p>‘Street Diversion’ supports support participants in deconstructing restrictive belief systems and cultural practices concerning media, materialism, masculinity, self-worth, and identity; providing a crucial counter-narrative to the often deeply embedded norms and ideals that exist within current UK and global youth culture and characterise negative harmful behaviour.</p> <p>Workshop themes explored include crime &amp; consequence, emotional intelligence and self-control, identity &amp; self-perception, historical contextualisation and rise of UK gangs.</p> <p><b>Youth Engagement Workshops</b></p> <p>Marcus Lipton Centre has engaged with businesses and professionals to deliver a series of engagement activities for small groups of young people, providing them with practical skills and encouraging them to more broadly about their own future employment or business ventures.</p> <p>Workshops delivered to date include:</p>

	<ul style="list-style-type: none"> <li>• Nail art and acrylics</li> <li>• Photography and digital media</li> <li>• Barbering</li> <li>• Cooking</li> </ul> <p><b>Employability and Employment Support</b></p> <ul style="list-style-type: none"> <li>• Weekly employability activities during evening sessions</li> <li>• Daytime drop-in employability sessions for young adults</li> <li>• Daytime training sessions to improve skills for work for young adults</li> </ul>
<b>Programme</b>	<b>Opportunity Lambeth – Employment Support</b>
<b>Funding</b>	£48,000 S106
<b>Provider</b>	St Giles Trust
<b>Target group</b>	Long term unemployed residents and those with complex barriers to employment
<b>Description</b>	St Giles Trust are commissioned to deliver employment support for long term unemployed residents, and those with more complex barriers to employment. Funding provides one full time Employment Advisor supporting an average caseload of 45-50 residents into education, employment, and training.
<b>Delivery and outcomes</b>	In 2020-21 the service has received 85 referrals and supported 45 residents into employment, education, and training opportunities.
<b>Programme</b>	<b>South Lambeth BIDs Brokerage &amp; Employer Advisory Service</b>
<b>Funding</b>	£24,925 S106
<b>Provider</b>	South Lambeth BIDs Partnership – Get Set UK
<b>Target group</b>	Lambeth businesses in four BID areas: Brixton, West Norwood, Clapham, and Streatham
<b>Description</b>	<p>Get Set UK were commissioned by the South Lambeth BIDs and Lambeth Council in early 2020 to deliver a BIDs focussed brokerage service for employers, supporting the creation of local opportunities and the recruitment of residents for roles. The start date for the project was put back to September 2020 at which time delivery commenced but has been impacted by further lockdown measures.</p> <p>In the short term, the service will focus on engaging businesses on Kickstart, stimulating job creation and providing opportunities for local young people. An employer ‘menu’ is being developed to include information on Kickstart, traineeships, apprenticeships and supported internships alongside recruitment support for any roles that are created.</p>
<b>Delivery and outcomes</b>	The service has continued to engage with employers and has taken on a business advisory role during this time, supporting employers to access

	<p>grants available through the government and the Council. Other activities and outcomes include:</p> <ul style="list-style-type: none"> <li>• 20 candidates currently receiving support with Arriva Bus Garage application for Station to Station and West Norwood.</li> <li>• 7 BID businesses supported with recruitment during lockdown, including current recruitment for 2 roles for The Shout House Salon in West Norwood</li> <li>• 2 successful job starts with Station to Station BID businesses</li> <li>• A further 8 businesses have expressed interest in the recruitment service for follow up as lockdown eases</li> </ul>
<b>Programme</b>	<b>Lambeth Redress Scheme</b>
<b>Funding</b>	£3,350
<b>Provider</b>	Claire James (Consultant)
<b>Target group</b>	People affected by historical sexual abuse in Lambeth care homes
<b>Description</b>	Provision of holistic employment and enterprise support for people engaged through the Lambeth Redress Scheme.
<b>Delivery and outcomes</b>	In 20-21 the Skills & Employment team has supported 12 individuals referred through the Lambeth Redress Scheme.

**Table 3. Sub-regional Employment Programmes**

<b>Programme</b>	<b>Central London Works – Work &amp; Health Programme</b>														
<b>Funding</b>	£53m across Central London Forward boroughs (Mar 18 – Mar 23)														
<b>Provider</b>	Ingeus														
<b>Description</b>	Employment support for residents with a long-term health condition across CLF sub-region														
<b>Delivery and outcomes</b>	<p>From March 2018 to December 2020, Central London Works has achieved 90% of profiled whole programme starts (13,285) and 75% profiled employment starts (2,911).</p> <p>Borough performance is detailed below:</p> <table border="1"> <thead> <tr> <th></th> <th><b>Actual</b></th> <th><b>Profile</b></th> <th><b>% of profiled</b></th> </tr> </thead> <tbody> <tr> <td><b>Programme starts</b></td> <td>1,614</td> <td>2,167</td> <td>74%</td> </tr> <tr> <td><b>Employment Starts</b></td> <td>314</td> <td>622</td> <td>50%</td> </tr> </tbody> </table> <p>Referrals onto the programme were initially managed exclusively by DWP. This has now been opened up to support referrals from external agencies, with increased referrals are now being supported through Opportunity Lambeth.</p>				<b>Actual</b>	<b>Profile</b>	<b>% of profiled</b>	<b>Programme starts</b>	1,614	2,167	74%	<b>Employment Starts</b>	314	622	50%
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<b>Programme</b>	<b>JETS</b>										
<b>Funding</b>	£9.96m – across 12 boroughs over 12 months										
<b>Provider</b>	Ingeus										
<b>Description</b>	JETS was rolled out in October 2020 across the CLF region in response to Covid-19, to support residents who have become unemployed as a result of the pandemic (in receipt of benefits 3+ months)										
<b>Delivery and outcomes</b>	<p>Since October 2020, JETS has achieved the following:</p> <table border="1"> <thead> <tr> <th></th> <th><b>Central London</b></th> <th><b>Lambeth</b></th> </tr> </thead> <tbody> <tr> <td>Programme Start</td> <td>2790</td> <td>652</td> </tr> <tr> <td>Job start</td> <td>248</td> <td>47</td> </tr> </tbody> </table> <p>JETS has supported Lambeth residents with 53 laptops/tablets to support jobsearch, and remote working for participants starting employment. 10 Lambeth residents have also been referred into training for administration of vaccinations and Civil Service recruitment.</p>			<b>Central London</b>	<b>Lambeth</b>	Programme Start	2790	652	Job start	248	47
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