

# INSPIRE Local

Changing mind-sets and supporting access to employment



**European Union**  
European Social Fund  
Investing in jobs and skills



**European Union**  
European Structural  
and Investment Funds

## The programme will achieve added value by:

- Creating a wrap-around service to provide a coherent pathway to employment for individuals who are currently not progressing towards work, starting with a short intensive programme to motivate and inspire people to complete their pathway towards work.
- Maximising value of existing provision by ensuring individuals have personalised mentoring and coaching support to keep them engaged and helping them overcome barriers to progression e.g. building confidence and motivation, problem solving, raising aspiration and practical support to address personal issues affecting ability to work e.g. health and wellbeing programmes.

## The programme will provide:

- An initial two week rapid start/inspiration programme aimed at engaging the individual, motivating and action planning to determine their route to work. This programme to be reviewed and endorsed by D2N2 LEP through the D2 and N2 SEBs.
- Each participant will be assigned a mentor within two weeks of joining the programme, who will work with them on a weekly basis for up to 52 weeks to ensure that they achieve their action plan, and that 25% progress into employment.
- Mentors will provide wrap around support involving relevant partners, to maximise the impact of mainstream programmes
- Each participant will be supported to follow a clear pathway to work, setting out the specific actions needed to remove barriers to work. This will include production of a personalised action plan. This needs to build upon and not duplicate current provision provided through the National Careers Service.
- Each pathway will be personalised around the needs of the individual and may include work experience, pre-employment training, health and wellbeing support, access to treatment programmes for addiction, tailored provision for ex-offenders and for young people. This will primarily be provision that is available through mainstream funding.
- Where a participant has a need that can't be met through mainstream funding and/or existing provision and which is a barrier to employment, the programme will fund or secure delivery of actions to address this need e.g. paying for equipment to allow the participant to undertake work experience. This could include small volume of basic, low value, job-related skills certification where the absence of that certification is identified as the barrier preventing individuals from moving into work.
- Once the individual starts work the mentor will maintain contact for a period of 26 weeks to ensure that individual sustains in employment and provide in-work support e.g. travel costs, work equipment, debt and money management information, sign-post to in-work training.
- Upon completion of the programme (either 52 weeks mentoring or sustained job outcome) all participants will be introduced to complementary local provision – to include Employ Local for those not in employment and Skills Local for those in work who may benefit from skills support to increase progression.

## **STRATEGIC CONTENT AGREED BY D2N2 ESIF COMMITTEE**

### **People who will benefit from this programme are:**

- unemployed and economically inactive people with disabilities or health conditions to enter and remain in work;
- inactive older workers, including those who become disabled or develop health conditions;
- young people to prevent them becoming longer term unemployed;
- target groups who are in rural areas including community-based activities and outreach
- individuals supported by the D2N2 social inclusion Big Lottery Fund

### **Contracting and funding allocation:**

- The programme will be procured through the DWP opt-in (timings to be advised).
- Procurement will be approximately 3-months, with delivery commencing after this point.
- The contract will be for 3 years (TBC).
- There will be one contract of £7.5million funding allocation from ESF and Department for Work and Pensions (the opt-in agency).
- There will be a geographical focus.

PROPOSED STRATEGIC OVERVIEW