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THE STEFANOUC FOUNDATION



In-2 Work Programme Evaluation

Gang Violence Reduction In Lambeth

A six-week programme delivered in partnership with the Metropolitan Police and funded from a donation made by the Stefanou Foundation



Working together for a safer London

SaferLambeth
crime reduction partnership

Background on the In-2 Work project

In-2 Work is a model created by Tomorrow's People in partnership with the Metropolitan Police Service (MPS). It supports young people in Lambeth who are involved, or at risk of becoming involved, in gang and/or violent crime through six weeks of 1:1 coaching and motivational group workshops. Participants progress into sustainable employment, which helps them to disengage with criminal activity and to build positive lives. We have already delivered two pilot projects (one funded by MPS and one funded by Lambeth Council).

Performance on the first pilot was excellent. As this was a pilot project, no targets were set but the outcomes achieved certainly surpassed the expectations of our contacts within the MPS. All participants had demonstrated a commitment, and required support, to leave gangs and, consequently, to avoid the risk of participation in serious violence and of harm to self / others, and the Lambeth community at large. 40% of participants achieved a job offer and 80% of the attendees achieved a material positive outcome of either a job or ongoing help in their journey towards employment. 30% of participants have offered to be mentors in future programmes. 80% of participants were happy with the programme and their involvement in it.

The second programme was also extremely successful. Six of its twelve participants achieved a job outcome and all twelve achieved a positive outcome. We feel that the employment progression rate of 50% is a remarkable achievement, especially considering that delivery took place in November / December 2008 when total number of vacancies in London was low.

Need for further funding

We identified a gap in funding for this valuable programme from autumn 2009, and made an application to the Stefanou Foundation for £22,257 to enable us to deliver a programme. This application was successful, and the project commenced on 28 September 2009.

Outcomes

We aimed to achieve the following outcomes:

- help twelve participants overcome barriers to employment; recognise their abilities and skills; deal with issues regarding confidence and soft skills; open doors that might otherwise remain closed eg: work experience and employment positions; and undertake active jobsearch
- enable three participants to progress into employment
- enable ten participants to achieve a positive outcome indicating that a significant milestone on their journey to employment has been achieved, such as referral to training/education, completing a work placement or volunteering to mentor future participants
- deliver support to twelve participants that will, by offering employment as a desirable and achievable goal, provide a diversion from gang activity / crime.

In-2 Work content

The In-2 Work model is based on the need to identify each individual's employment aims, and the barriers which prevented them from achieving their goals. Group and individual activity is carried out by Tomorrow's People specialist Employment Advisers over a six-week period. In-2 Work consists of eight key elements, comprising group based activity, 1:1 consultations, financial support, supervised jobsearch, job brokerage, flexible provision determined in response to individual need, peer mentoring and aftercare:

Group activity: Provision is modular, with each module building on, and enhancing, the achievements of the preceding modules. Attendance is flexible, with participants only required to participate in sessions that meet their needs.

1:1 support: Each participant has a designated Adviser to support them during their time on In-2 Work. 1:1 sessions include diagnostic assessments to identify participant's aspirations and needs and issues impacting on their ability to secure and retain employment. The assessment is used to create an Action Plan that sets SMART objectives for achieving goals and overcoming barriers. Ongoing 1:1 support involves recording the achievement of and setting new objectives.

Supervised jobsearch: Participants carry out jobsearch activity and complete applications on their own, with the support of an Adviser or with peer support, according to individual preference and need. We offer access to a wide range of jobsearch resources, including internet, publications, stationery, stamps, phones, etc.

Financial support: A discretionary fund enables Advisers to offer financial assistance to address barriers to participation and employment. The fund covers items such as travel expenses and interview clothing.

Job brokerage: Advisers engage with local employers to source vacancies that meet participant needs / preferences. They also identify the employer's requirements so that they can help participants decide whether or not they would be suitable for particular roles and to help participants to complete application forms and prepare for interviews.

Flexible provision: We recognise that provision must be flexible in order to address the needs of individual participants, the requirements of employers and complementary provision that can be accessed by Lambeth residents. Examples of provision offered include arranging work placements lasting for approximately one week with local employers to build employability skills, develop understanding of workplace culture and norms and enhance CVs.

Peer mentoring: Participants becoming successfully employed, and remaining in post are invited to act as role models to further assist participants to leave gang / serious violent lifestyles with all the associated risk and harm to communities.

Aftercare: Participants who are not successful in meeting their employment expectations during the six week In-2 Work course are encouraged to continue to access the supported jobsearch/job brokerage elements of the programme or to engage with training, education or employability provision. Additionally, we track participants who have gained employment to help resolve any issues in the workplace and to offer ongoing access to supported jobsearch / job brokerage if they are seeking to progress within the labour market.

Findings

The following fourteen individuals registered on the project:

Simeon Neil
Oliver Cazaubon
Dexter Padmore
Ryan Bell
Anthony Thompson
Christi Lewis
Natasha Laurent
Bianca Preddie
Rochelle Ramsey
William Franco
Rico Bell
Sirena Ellis
Kebra Smith
Denero Richards

The following nine individuals obtained employment:

Dexter Padmore	Warehouse / Harrods
Oliver Cazaubon	Metro Distribution, Evenings
Anthony Thompson	Sales Assistant / Argos
Kebra Smith	Sales Assistant / Marks and Spencer's
Simeon Neil	Metro Distribution, evenings (in addition to his training)
Sirena Ellis	Customer Services / Tesco
Christi Lewis	Marks & Spencer, Redhill
Bianca Preddie	Primark
William Franco	2 x part-time jobs: Children and Young People Service / London Transport Museum

The following three individuals progressed into training:

Rico Bell	SIA Training / Kentish Town
Ryan Bell	SIA Training / Kentish Town
Simeon Neil	Literacy and Numeracy / Kennington (in addition to his job)

The following two individuals, who didn't achieve an outcome, nevertheless benefited from attendance at a work trial or work experience opportunity:

Rochelle Ramsay	Customer Service / Primark, Wandsworth
Denero Richards	Customer Service / Primark, Wandsworth

Only one participant did not achieve a positive benefit – Natasha Laurent

This has led to a 64% job entry rate, with 86% achieving a positive outcome of job or training. This compares favourably with previous In-2 Work programmes which achieved the following:

Group 1:	40% jobs	80% positive outcomes
Group 2:	50% jobs	75% positive outcomes

Collectively, from the three programmes now delivered:

Group 1:	10 starters	4 jobs	3 training	7 total outcomes
Group 2:	12 starters	6 jobs	3 training	9 total outcomes
Group 3:	14 starters	9 jobs	3 training	9 total outcomes
TOTAL:	36 starters	19 jobs (53%)	9 training (25%)	25 total outcomes (69%)

The latest programme which was only able to take place as a result of the Stefanou donation, has provided further evidence of the effectiveness of the In-2 Work model. This programme has now helped over half of those engaged on the programme to enter employment and 69% of those who commenced to progress on to something positive. Without In-2 Work, these young people were likely to continue with their gang activities to the detriment of themselves, their families and communities whereas now they will act as positive role models to other young people in their communities.

We would like to thank the Trustees of the Stefanou Foundation for their contribution to this very important work – helping some of the most disadvantaged young people in society to succeed.

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