



Hidden Young Londoners

Research Brief
April 2017



Hidden Young Londoners: Research Tender

London Youth, as part of our employability programme Talent Match London, wishes to commission an external consultant or organisation to help us understand the reasons young Londoners who are not in education, employment or training become 'hidden' from statutory support services, the characteristics of this group (or groups) of young people, and the economic cost of them not benefiting from statutory support.

A. London Youth Overview

Our mission is to support and challenge young people to become the best they can be.

Our vision is that all young Londoners grow up healthy, able to navigate a fulfilling career and make a positive contribution to their communities.

We support them to develop the confidence, resilience and relationship skills they need to do this, delivering with and through our network of community youth organisations and at our two residential centres. We work with all young people, but place a particular emphasis on those who wouldn't otherwise have access to the kind of opportunities we offer.

We are committed to quality standards, learning and understanding what works. And we involve young people at all levels of leadership and decision-making.

We deliver our mission through four strategic objectives:

- Developing, training, connecting and quality assuring our **membership** network to deliver good youth work
- Creating a broad range of **opportunities** for young people (with and through our members) that improve their all-round confidence, character and skills
- Ensuring our expertise and the on-the-ground **voices** of youth workers and young people influence public policy, practice and opinion
- Being the **best we can** be ourselves; financially robust and a great place to work

B. Talent Match London

Talent Match London is a partnership of organisations, led by London Youth, testing innovative youth-led solutions to unemployment and sharing learning for social impact. Supported by the Big Lottery Fund, through a £10million investment, the programme is designed to build young people's confidence, resilience, networks and skills to enable them to enter and sustain work.

The model was designed by young people, in partnership with employers and the voluntary sector and focuses on reaching out to those furthest from the labour market and supporting them to access more and better opportunities to get into sustainable careers.

The Talent Match London programme set out to test a number of hypotheses, namely that a focus on outreach; taking ‘youth-centred’ approach, and long-term employer engagement are all critical in effectively supporting young people into employment.

Now in its fourth year we have already achieved the following:

- ✓ 1904 young people have engaged in the programme, 661 of whom were not accessing any support prior to starting on Talent Match London
- ✓ 47% of young people completing the programme have already progressed into a positive pathway, of these 74% progressed into an employment outcome
- ✓ 42 young people completing the programme have started their own business, and a further 18 have been running their own business for at least 12 months
- ✓ 179 young people have progressed into further education
- ✓ Over 200 employers have supported young people on their journey to employment – supporting them to explore, focus and achieve a career

Our learning to date suggests that the hypotheses above are broadly correct and we are continuing to test and refine the model. Alongside this, we also want to develop our understanding of some of the trends we have observed along the way and are now seeking to appoint a consultant or organisation to help us understand more about the young people who were not accessing any support prior to starting on the Talent Match London Programme. You can find out more about the Talent Match programme [here](#).

C. The ‘hidden’ problem

We estimate that over 35,000 18-25 year olds in the boroughs in which Talent Match London operates are currently in receipt of no out of work benefits, despite not being in work or education and of the 1,904 young people engaged on Talent Match to date, 661 of those young people were not accessing any support prior to starting the programme.

We have begun to build up a picture of who these young people are, but would like to develop a better understanding of their experiences and any sub-groups within the ‘hidden’ cohort. From our data we know that hidden young people are twice as likely to be from Black African or Caribbean than any other ethnicity, twice as likely to be male and extremely likely to live in areas of deprivation with over 80% of these young people living in households within the third decile of the most income deprived households in England. We also know more broadly that far from the myth that young people do not want to work, many simply do not know where to get the support to help them transition to employment. Many programmes do outreach work, with specialist workers working within communities. However, too many programmes rely on young people ‘coming to them’ rather than reaching out to them. For some young people, the barriers they face mean that leaving home is not an option; or going to different areas or locations presents – real or perceived – threats to them.

We have seen that there can be a range of different reasons that young people may not engage with statutory services (for example, those who don't claim for social reasons, those who have been removed from the work programme, those with a disability etc.) and believe that there may be some sub-groups within the 'hidden' cohort. We would therefore like to understand more about how young people find themselves outside of the support they need, who these young people are, and the implications of them not receiving the support they deserve.

D. Research Brief

Research Questions and Scope

The research we are looking to commission has two components and should address the following questions:

Developing our understanding

1. What are the reasons young Londoners who are not in education, employment or training become 'hidden' from statutory support services?
2. What are the characteristics of young people who become 'hidden'? What are the different pathways and journeys that they take? Can these be grouped in any way and do typologies emerge?
3. How long have these young people been hidden for? Are they consistently hidden or do they access statutory support services sporadically?

Through answering these questions, we would like to build up a detailed understanding of the different groups of young people who become and potentially stay hidden, illustrated through detailed case studies.

Economic analysis

In addition to understanding the characteristics and journeys of young people not accessing statutory support, we would like to answer the following questions:

4. What are the costs associated with young people remaining hidden?
5. What are the potential savings from re-engaging young people in statutory services?

We are particularly interested in understanding the potential costs and savings at a local level, as well as any costs to central Government.

E. Methodology

Individuals or organisations submitting a bid are required to outline details of the proposed methodology that they will use to address the research questions described above. This should include details of:

- Research design
- Data collection methods, specifically including how this will involve young people and be youth-led in line with the ethos of Talent Match London
- How you will undertake the economic analysis
- How you will ensure that the research meets ethical standards

F. Deliverables & timescale

The commissioned organisation or individual is expected to deliver:

a) **Short written monthly updates**

This is to ensure good communication between London Youth and the commissioned researcher and that they are supported to address any issues at the earliest opportunity.

b) **Research report**

A written research report that addresses the questions outlined above which should include full details of the methodology. The report should be accessible to a range of audiences and include an executive summary.

In addition, they would be expected to attend:

- a) A planning meeting with London Youth's Senior Employability Manager and Head of Learning to finalise the research plan and agree on roles and responsibilities
- b) Progress meetings with London Youth's Senior Employability Manager and Head of Learning to update on progress and review draft deliverables (frequency to be agreed once appointed)
- c) Up to three presentations with London Youth's Senior Employability Manager to share the findings of the research with key stakeholders

In its role as the commissioning organisation, London Youth will support to the commissioned researcher by:

- Providing a full briefing on the Talent Match London programme, research requirements and existing programme data
- Named contacts at Talent Match London delivery partners and key stakeholders
- Access to young people currently being supported by Talent Match London
- Providing feedback on draft deliverables

Milestone	Date
Deadline for submitting proposals	1 st June 2017
Research commissioned	9 th June 2017
Project planning meeting	w/c 19 th June – date TBC
Draft research	By 15 th September 2017
Final research report	By 29 th September

G. Tendering Process

Key Dates

Deadline for bids: **Midday Thursday 1st June 2017**

Interview shortlisted applicants: **Tuesday 6th June 2017**

Award contract: **Friday 9th June 2017**

Tender contents

Bids should include the following:

- Cover letter, including contact details
- Proposed research methodology and outputs, including final report
- Proposed project management plan for research, including risk management
- Schedule of costs
- Names and addresses of two referees, confirming your experience and suitability
- Short CVs of individuals who would carry out the research and analysis
- Written examples of similar research and analysis undertaken

Submission

Bids should be emailed to matt.dronfield@londonyouth.org with the subject heading **Hidden Young Londoners Research** by 12 noon Thursday 1st June 2017.

The commissioning officer for this work is Matt Dronfield, Senior Employability Manager at London Youth. Queries relating to the tender should be addressed to matt.dronfield@londonyouth.org and sent no later than noon on Wednesday 31st May 2017.