



Application Guidance

Programme aim

Our BounceBack programme has been designed to help *low-income Lambeth residents under the age of 30* find paid work. It is our major, Phase Two response to the impact of the pandemic.

The programme is focused on those who (a) have been displaced from employment because of the Covid-19 pandemic and (b) those who are coming new to the jobs market and have found their opportunities narrowed by the pandemic's effect on the wider labour market.

Target beneficiaries

The programme is aimed at unemployed and underemployed under-30 Lambeth residents from low-income backgrounds¹.

Grants available

We shall be making grants of up to £50,000 a year for two years (a total of £100,000) to qualifying organisations. Applications are made via [on-line form](#) and the closing date is *5pm 12 April 2021*.

Components of the programme

The organisations we fund will be able to provide job-seeking and support services. which will, as a whole, constitute the Walcot BounceBack Programme. We expect there to be between 10 and 15 funded partners and collectively the services they offer will make up the Walcot BounceBack portfolio. Across the programme, we expect to see:

- a) *Application readiness, finding jobs and support in sustaining employment*
Practical and psychological job search assistance, active encouragement, mentoring and support to overcome the obstacles associated with applying for, securing and maintaining work.
- b) *Skills development, training and coaching*
Teaching the skills and making possible the acquisition of certification, qualifications and experiences needed for specific jobs. This may include literacy and numeracy, essential soft skills, 'job ready' training, as well as developing self-employment or new business ideas.
- c) *Employer/Sector-led knowledge (market intelligence)*
Partners with knowledge of, and links to, a particular sector/industry who can work with employers and our beneficiaries to 'bridge the gap' between candidates and employment opportunities. This may include the offer of vocational training, work experience, application support and direct contact with employers wishing to recruit.

¹ Current full-time students would NOT be eligible for the BounceBack programme.

We expect that different organisations and projects within the BounceBack portfolio will specialise in different areas and may cross-refer participants, as needed, to achieve the best possible outcomes for beneficiaries of the overall programme. We also wish to see funded organisations within the Walcot BounceBack programme work in partnership with the five planned [Youth Employment Hubs](#) that are being funded by DWP and supported by Lambeth Council. They will also be expected to actively seek out referrals and draw beneficiaries from the wider Lambeth community.

Walcot BounceBack will also offer participants who progress into work and full-time education further financial support via the Walcot Foundation's individual grant giving mechanisms in two ways:

1. A Walcot Job Transition Grant offer of £500 (funded directly by us), paid in two instalments, to participants who need help with some of the initial costs associated with starting a new job. The first instalment will be paid when a job offer is made and accepted in writing and a second instalment paid after three months in the job. This will be on offer to all low income under 30s who take part in the project and administered centrally by us, however it is expected that partner organisations will support eligible candidates through this process where necessary
2. Those who move into full-time education will be fast-tracked for our [Walcot Student Grants](#) of up to £1,500 per academic year for course-related expenses.

Timescales

5pm 12 April 2021	Deadline for applications
22 July 2021	Decisions made on applications
September 2021	Programme Briefing session(s)
1 October 2021	Project delivery begins
May 2022	6-month review (1/10/21-31/3/22 + 1 month deadline for returns)
November 2022	12-month review (1/10/21-30/9/22 + 1 month deadline for returns)
May 2023	18-month review (1/10/22-31/3/23 + 1 month deadline for returns)
31 September 2023	End of programme
January 2024	Evaluation of programme concluded with event to publicise learning

Key Outcomes

Below are the key outcomes we are expecting organisations to deliver:

Primary Outcomes

- Employment (new job, increased hours, improved contract/conditions/job security)
- Sustained employment beyond three months, or
- Full-time education

Secondary Outcomes

- Short-term courses/qualifications gained
- Short-term work placement/work experience completed

Monitoring requirements

- We expect all funded projects to capture consistent information about the clients they support through the programme, including confirmation of Lambeth residence and low-income status.
- Quarterly returns giving details of client numbers and progress.

- An annual monitoring report containing narrative progress updates and financial information.

Grants will be paid in 6 monthly instalments over the 2-year programme and payment will be dependent on meeting expectations regarding referral and outcome targets.

Learning and Evaluation

We want all funded organisations within the Walcot BounceBack programme to share its overarching purpose. In this way, we can all learn as well as have the most significant impact on our target group. Successful applicants will be required to attend BounceBack briefings and partnership meetings. We believe these will be valuable to us and to funded organisations.

We intend to commission an evaluation of the overall programme. You will be expected to participate in this and to contribute to its effectiveness. Applicants will need to factor this in to their proposals (for example additional management/staff time to participate in learning and evaluation sessions).

All projects will be required to collect consistent baseline and work progression data from the Lambeth residents they support. We'll brief successful applicants on what data is needed, but you will need reliable systems for capturing management information.

Organisation Criteria for applicants

We seek proposals from organisations which -

- Can evidence a track record of at least 3 years of delivering employment support in Lambeth, neighbouring or comparable boroughs.
- Have a minimum annual turnover of £100,000.
- Are a charitable company/Charitable Incorporated Organisation/company or Community Interest Company (CIC) limited by guarantee with a minimum of 3 Directors.

Shortlisting Criteria

We expect to fund 10-15 projects focusing on employment and targeting under-30s from low-income backgrounds. Within that spread we wish to see a range of different approaches and specialisms. We expect to use the following criteria at the shortlisting stage:

- A successful track record of supporting people affected by poverty into employment and into a pattern of continued work.
- Existing links with employers. We are especially interested in applicants who show a sector-specific focus/expertise and an understanding of the labour market in Lambeth/inner London.
- A successful track record of identifying and then engaging disadvantaged groups and understanding the challenges faced by individuals from low-income backgrounds seeking employment in a highly competitive jobs market.
- Preference will be shown to organisations that can show a track record in successfully placing beneficiaries into jobs with long-term/permanent contracts and/or London Living Wage jobs.
- Good systems and experience of capturing evidence of client's progression.

- Organisations able to demonstrate the ability to work in partnership to support individuals from disadvantaged backgrounds into work.

Contact Details

Contact Dan Hogan or Daniel Chapman at the Walcot Foundation on 020 7735 1925 if you wish to discuss your proposal or idea prior to submitting an application. Organisations we currently fund are welcome to apply under this new programme if they can deliver what we are looking for.