



THE WALCOT BOUNCEBACK PROGRAMME

*In the face of the pandemic,
helping under-30s low-income
Lambeth residents into
employment*

MONITORING AND EVALUATION – INVITATION TO TENDER

Background

The Walcot BounceBack programme is a new 2-year employment programme to help low-income Lambeth residents under the age of 30 find work. This is the Foundation's Phase Two response to the impact on our target groups of the C19 pandemic.

The programme will focus 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. You can find further details at the end of this document and on our [website](#).

The Walcot Foundation is an independent grant-making foundation and charity with roots from the early 17th century. We aim to break cycles of financial deprivation for people living in Lambeth. Our approach is to offer 'a hand up, not a hand out' and to 'tackle poverty by creating opportunity'. The Foundation has a strong focus on education and employment as remedies to poverty. Please see walcotfoundation.org.uk for more about us.

We seek a partner to carry out a modest and proportionate evaluation of this programme, which runs for two years (Oct 2021- Sep 2023).

Description of the task

1 Support with the Monitoring System Design and Implementation

- (a) To review and, we hope, improve the proposed outcome monitoring spreadsheet to ensure that it gathers all essential data (and no more). We require this to track individual users across projects to avoid double counting of outcomes.

- (b) To produce a standard data sharing agreement that will enable organisations to cross-refer beneficiaries and enable evaluators to directly contact beneficiaries for evaluation survey/interview purposes. All these to be UK GDPR compliant.
- (c) To provide an initial monitoring/evaluation briefing session to grantees outlining the monitoring framework and tools.

2 Programme Learning Sessions

- (a) To run five Programme Reflection and Action Learning Sessions. In consultation with the Foundation, to prepare the agenda, undertake note-taking and post-meeting action points. These sessions will encourage peer-to-peer learning between the projects (e.g. sharing examples of effective practice or discussing issues of common concern etc.). The sessions will also include sharing wider intelligence about the London jobs market, economy and government initiatives that may benefit BounceBack projects and the individuals they support.
- (b) To provide consultation as needed to the Walcot project team on such things as reports from the projects, unexpected challenges and responding to changes in the local jobs market or government initiatives.

3) Evaluation

Our view is that the value of general employability interventions (e.g. coaching, job-readiness workshops, access to work experience etc) are already well-researched and evaluated. We do not think that these, of themselves, need to be the focus of any evaluation. For this reason we envisage the evaluation focus to be:

- (a) Whether the Walcot BounceBack Programme has met its objectives.
- (b) To identify what beneficial impact flowed from aligning the programme with Lambeth Council Youth Hubs (cf. the [Employment Hub](#)/'hyper local support' model).
- (c) Was there positive value in the co-ordinated/partnership approach of the Walcot BounceBack programme (i.e. was its collective value greater than the sum of its parts?)
- (d) Assess the impact (positive/negative/negligible) of the Walcot Job Transition Grants on employment outcomes.
- (e) As part of this evaluation, it would be ideal if there was the ability to design a counterfactual or baseline/comparison data to be able to account for the number of people who would have found employment even if the project had not taken place. Please note that we do not have the budget or the scope for a Randomised Control Trial.

We seek an evaluation report that will combine quantitative and qualitative data from project data and interviews/surveys with beneficiaries and project staff.

Deliverables

- Signed off monitoring spreadsheet and data sharing agreement which is suitable to provide data for evaluation at the end of the project (September 2020)
- 1 x 3 hr monitoring/evaluation briefing session for grantees (September 2021)
- 5 x 3 hr Programme Learning Sessions (November 2021, February 2022, May 2022, November 2022, May 2023)

- Evaluation report which includes a 2-page executive summary/recommendations (first draft 11 December 2023, final version 1 February 2024)
- Evaluation report event (February 2024)

Please note that the Foundation will provide administration for events (invitations, etc.) and the cost of hosting events. We expect that some events will be conducted by video.

Timeline

July 2021	Review of the proposed monitoring system begins
September 2021	Monitoring system agreed and Programme Briefing session
1 October 2021	Project delivery begins
November 2021	Programme Learning Session 1
February 2022	Programme Learning Session 2
May 2022	Programme Learning Session 3
November 2022	Programme Learning Session 4
May 2023	Programme Learning Session 5
31 September 2022	End of programme
February 2024	Evaluation of programme concluded with event to publicise learning

Budget

We are inviting a select number of potential evaluators to respond with a 'ball-park' indicative fee, and to include any suggestions for improving the reach of the evaluation. Please note that this is not to drive the sharpest bargain but to arrive at the best evaluation approach. We have the means to fund a proportionate evaluation, and we wish to draw on your professional perspective based on what we have set out above.

If you are interested, please feel free to make contact to discuss this:

Daniel Chapman, Grants Manager, (daniel.chapman@walcotfoundation.org.uk / 020 7735 1925)

Alternatively, submit your summary proposal and budget to daniel.chapman@walcotfoundation.org.uk by **5pm 23 April 2021**. *Please can you breakdown the budget into the three relevant areas (1. Support on Monitoring System Design; 2. Programme Learning Sessions; 3. Evaluation)*

We hope to agree on terms and appoint an evaluation partner no later than 30 June 2021.

Appendix – BounceBack Programme Details

Programme aim

We've designed the Walcot BounceBack programme 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

BounceBack is aimed at unemployed and underemployed under-30 Lambeth residents from low-income backgrounds (they must meet our threshold income criteria).

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.

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 hope 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.

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.
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.

