

## Initial Outcome Proposal to the East Suffolk Community Partnerships Board - FY2021/22

### (Stage 1 Proposal)

#### 1. Key outcome(s)

Please detail the KEY OUTCOME(S) (Measurable and time specific) the proposal is looking to achieve:

##### **East Suffolk Residents**

- Increase employability and soft skills of those long term unemployed
- Move people from volunteering into employment or training
- Provide opportunity for those recently unemployed to try out different roles to their previous paid roles
- Raise the understanding that Volunteering is a great way to achieve 5 Ways to Wellbeing and that Volunteering is something that you can be involved with throughout your life (dipping in and out, different roles to fit with life changes)
- Understanding of the variety of volunteer roles
- Those that have volunteered through covid (perhaps for the first time) supported to continue their volunteering
- Raise awareness of the value of informal volunteering

##### **East Suffolk Voluntary Groups**

- Introduce new people to volunteering (benefit groups with succession planning for when older volunteers leave)
- Increase diversity of volunteering (e.g., ethnicity, disabilities, young people)
- Voluntary groups more confident in recruiting and managing volunteers with more complex needs and leaders upskilled
- Support to recover from Covid pandemic
- More diverse and innovative volunteering roles
- Volunteers upskilled

##### **Employability programmes and East Suffolk Businesses/employers**

- Participants and employees that are more aware of what employment is right for them
- Participants and employees ready for work with experience relevant to the chosen employment
- Participants and employees that have improved wellbeing, resilience and social networks

##### **Communities in East Suffolk**

- Increased resilience due to a wider pool of volunteers
- Development of communities and their assets
- Reduced need for isolation and loneliness interventions
- Communities see themselves as the solution
- Increased community cohesion

##### This will be achieved by:

- Engaging with employability programmes, job centres, specialist groups and social prescribing to recruit participants that are unemployed

- Delivering a choice of 2 courses appropriate to need:  
*Introduction to Volunteering* course covering:
  - a. What is volunteering and benefits for employment, health and wellbeing and community (5 Ways to Wellbeing)
  - b. What you offer as a volunteer,
  - c. How your strengths, skills, knowledge, and experience are useful for in a volunteering role,
  - d. How to select and apply for a volunteering position.

*Volunteer Passport* (basic skills for volunteering)

- Providing personalised brokerage to identify a volunteering role that matches their skills/interests and will benefit employment aspirations and maximise the subsequent learning from the volunteering activity.
- Linking with our Buddy Up project to provide a buddy to those participants that require additional support to engage with their volunteer role (perhaps to help with time keeping, transport, confidence)
- Helping the individual create their profile on Volunteer Suffolk where they will be able to apply for roles, track their hours volunteering, training, skills and experience gained, view their social impact and at a click of a button create a Social CV including capturing the volunteering they have already done (inc informal)
- Tracking progression with an Individual Learning Plan
- Engaging with the Voluntary groups in East Suffolk including through the East Suffolk Communities Officers and the ES Community Partnerships to support and deliver Volunteer Management training to Volunteer leaders
- Building on the work of the Lowestoft Community Enablers around volunteering, capacity of voluntary groups and relationships with JC and colleges
- Supporting and encouraging Volunteer Leaders to use the Volunteer Suffolk portal to recruit and manage volunteers
- Working with our Buddy Up Diversity and Inclusion Worker to help engage with groups and individuals from ethnic minority communities
- Developing a pathway from their volunteering experience to further learning, employment support. Participants will use their ILP to document learning from the course and the learning they receive as a volunteer and how this relates to securing employment. E.g., participant volunteers with St Elizabeth hospice may complete NVQ level 1 in Retail/Warehousing/Administration or Level 2 Food safety. Measurement and progress of soft and life skills gained will be recorded. Signposting specialist employment support will be provided by the project co-ordinator. For those interested in specific careers i.e., Health and Social Care, signposting will be to Care Development East who provide targeted employment support. Participants will be equipped with knowledge to find and apply for other volunteer roles to assist transition to paid employment.
- Participants not already engaged with programmes are referred/signposted to appropriate agencies for support with their employment goals such as Inspire, Minding the Gap, Suffolk Work Well and Realise Futures.

## 2. How has the need been identified?

COVID-19 and the measures in place to deal with the pandemic, had a significant negative impact on Suffolk's and the nation's workforce, businesses, and the economy. Those classed as 'unemployed' by DWP have increased by 96% in the county. East Suffolk (and Ipswich) continue to have the largest numbers of UC claimants in Suffolk (Impact of COVID-19 on Suffolk's Workforce, Businesses and Economy 1st February 2021).

Unemployment is rising in East Suffolk, the Covid-19 pandemic has had a negative impact with certain sectors such as retail, hospitality and arts and culture particularly affected. Lowestoft, an area of already high unemployment will have felt this the most. We would aim to focus attention on the Lowestoft area for this reason. This would also help with the lower numbers of people coming forward to volunteer in Lowestoft as evidenced through the pandemic.

Volunteer Pathways is inspired by the NCVO Volunteering for Stronger Communities project that had the objectives to:

- increase levels of volunteering within disadvantaged groups and communities
- improve employability through volunteering
- enhance the skills, knowledge and resources of volunteer involving organisations

The project found that volunteering improved employability in terms of confidence to find work as well as the practical skills needed to secure paid employment.

- Over one in five (22 per cent) of survey participants said they had found paid work since participating in the project
- and of those who had not found a job, 69% were actively seeking employment
- and 80% felt, because of participating in the programme, they were now more confident about finding paid employment.

The report also found that people who face barriers to employment – low self-esteem, isolation, health problems, low levels of social capital – are often prevented by the same barriers from participating in volunteering.

## 3. Who will benefit from the outcomes?

50 Beneficiaries who will be unemployed people living in East Suffolk, with particular focus on those furthest from the job market (75%) and those that have recently lost work due to the pandemic and require support around a change in career direction (25%) e.g. a hospitality worker looking for work in a different sector such as care.

VCSE groups will also benefit from support from the project and its links into other organisations working on employability and employment readiness programmes and the opportunity to develop a more diverse and innovative volunteer offer.

## 4. How will the outcomes(s) be sustained after the funding period (if appropriate)?

We see this as a pilot project with plans to expand across the county. We will look to find future funding to continue the project in East Suffolk and beyond with the learning experience from the delivery of the pilot.

## 5. Name of Project/activity that will deliver the outcome(s)

East Suffolk Volunteering Pathways

## 6. Brief description of the project / activity that will deliver the outcome(s).

DESCRIPTION (up to 200 words):

Participants will engage with learning to gain skills, experience, and confidence to move towards and into paid employment or training through our 1-year Volunteering Pathways programme. The programme builds on the incredible community response to covid-19 - large numbers of people were involved with informal/formal volunteering. Participants who have gained valuable skills/experience through informal volunteering will understand how they can transition to formal volunteering, accredited learning, or paid employment. Volunteering increases the chance of employment, improves health and wellbeing, and reduces feelings of loneliness/isolation.

People will feel more connected with their local community through volunteering and will see an increase in their networks that will have a benefit to their social experiences, employment prospects and wellbeing.

The project will develop a strong working relationship with local employability programmes to support the pathway of participants into paid employment or training.

The project will also support VCSE groups to be more innovative and diverse with their volunteering offer and feel more confident in recruiting volunteers from less traditional backgrounds. It will provide an opportunity for groups to be connected to the wider offer of CAS for the voluntary sector around business planning, funding, governance, and sustainability.

Project / activity START DATE (mm/yy): September 2021  
August 2022

END DATE (mm/yy):

## 7. Who is involved?

Who is involved in developing this outcome proposal?

Who will deliver the project/activity?  
Community Action Suffolk

Name of East Suffolk Community Partnerships Board Member supporting the project:

Project / activity lead:

Name: Sally Connick

Organisation: Community Action Suffolk

Telephone:

Email:

sally.connick@communityactionsuffolk.org.uk

Name: Chris Abraham

## 8. Give information about match funding here:

Source of match funding:	Funding confirmed?	Amount (£)
CAS Volunteering Officer time	Y	£2000

Total project / activity cost	£ 32826.89
Total of confirmed match funding	£2000
Total amount of Strategic funding required	£ 30826.89

9. Identify where the Community Partnerships Board Strategic Budget money will be spent:	
Description of activity or item (by who and by when where appropriate)	Cost (£)
1. Staffing	<b>25896.89</b>
2. other staff costs	<b>575</b>
3. overheads	<b>1500</b>
4. Office costs	<b>305</b>
5. Other costs (volunteer training, laptop, marketing)	<b>2550</b>

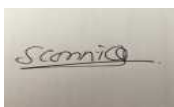
10. How will the project / activity be monitored, and outcomes reported (including project risks)?
<p>The programme will be overseen by a small group including representatives of organisations on the Board, led by Community Action Suffolk. Each element of the programme will be monitored, and progress/impact/outcomes can be reported back to the Board at future meetings and in the quarterly reports. A risk assessment completed below will be monitored by the group.</p> <p>The Volunteer Suffolk portal will help us monitor number of volunteering roles applied for, started and the hours completed in the volunteering role for each participant.</p>

**Declaration:**

I confirm that this proposal contains accurate information

Name: Sally Connick

Signature:

A small, square image showing a handwritten signature in black ink on a light-colored background. The signature appears to be 'S Connick'.

Date: 14.5.21

**Please submit this proposal to the Funding Team at [grants@eastsuffolk.gov.uk](mailto:grants@eastsuffolk.gov.uk) Hard copies can be submitted and returned to: Funding Team, East Suffolk Council, East Suffolk House, Station Road, Melton, Woodbridge, IP12 1RT.**