

Organisation Name		Reference code
CDA Herts		2022-11-YO11
Organisation Address		
The Castle, Hertford Hertfordshire SG14 1HR United Kingdom		
Website Address		
https://www.cdaherts.org.uk/		
Type of organisation? (tick all that apply and complete relevant details)		
Charity	Registered Charity Number	Date Registered
Yes	1075224	1966
Community Interest Company	Registered Companies House Number	Date Registered
No		
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
No	No	
Grant Summary		
We will widen access to Jobs Pathway, enabling a group of around 30 young people to 'step-on and get-on' the right steppingstones to finding hope, purpose, commitment, recovery, wellbeing, new skills and employment.		
Please describe the needs that this project will address		
<p>Across Hertfordshire, 122 people below aged 25 await release; 337 are on probation in the community. 28% are from ethnic minorities, 29% disabled, c25% were looked after. This project will accommodate c.30 new referrals over 2-years - there is flexibility. Our cohort broadly reflects national data:</p> <ul style="list-style-type: none"> - Over 40% of young people in custody are black or from ethnic minorities. - 24 % were taken into care. - 47% have no qualifications, or experience of stable employment. - 15% were homeless before entering custody. - 23% suffer anxiety and depression. - 47% (male prisoners) have suffered traumatic brain injury. - c50% of prisoners are neurodivergent (many undiagnosed). <p>Referrals all require intensive support, additional to what can be normally provided. Turning lives around is not 'quick fix'. For young people, not yet mature, leaving prison is high-risk:</p> <p>Newly released, 6-weeks later: "I haven't eaten in 3-days. I've stopped asking everyone for help I'm just waiting to go back to prison. I give up outside life, not for me. It's less stress for me in prison so I honestly have just given up".</p>		

- Progress made by people in the care and youth justice systems is interrupted by the 'cliff edges' of turning 18 and 21. This transition can be abrupt, with support suddenly withdrawn.
- Those supported by the Child and Adolescent Mental Health Services move to adult services at age 18. This can be traumatic and disruptive.
- Young people leaving prison are often ill-equipped to cope with the adult world. Many are suffering from PTSD, they will misuse drugs, alcohol.
- Neurodiversity contributes to the revolving door of crisis and crime: i.e., people not coping, behaviours misinterpreted, intensified trauma.
- Young people isolated from families, friends, drawn into gangs, county lines.

Needs are identified through referral and assessment with professionals and crucially, by asking young people a key question; What's in it for me? (WIIFM). We help answer WIIFM through:

- understanding why people are caught up in crime.
- identifying risks, safeguarding.
- listening, building trust, finding hope, aspirations.
- keeping young people engaged, energised, complying with probation 'must-do's'.
- 'youth' and culturally appropriate activities, forging links with family and community.
- involving young people in deciding what works for them.
- finding the right direction of travel, into the right job.

This is Jobs Pathway, helping people find their purpose and place in the world.

What are the key outcomes that you will be seeking to achieve for young offenders?

Our aim is low dropout. The journey by young people is as important as the destination; staying on-track, recovery, holding down a job, all requires hard work, determination, growth.

We will target 30 people aged 18-to-25, leaving custody and in the community.

Outcomes we seek are:

- Staying on Jobs Pathway, sticking with the activities for the agreed timeframe.
- Improved communication skills, confidence, motivation.
- Able to manage personal issues/complex needs.
- Steady steps towards employment:
Work experience, volunteering.
An apprenticeship, employer training scheme and/or job.
Or setting up a business, becoming self-employed.

We will evidence outcomes through progress logs, with the young person (storytelling), with input from professionals, employers, keyworkers. We will also use data to show results.

We will:

- Show employers the potential of young people, which will widen opportunities.
- Shine a light on how bridging custody, release and community supports young people to make good choices and changes.
- Empower young people to become peer mentors.

- Strengthen partnership working, which is crucial to success.
- Reduce the human, social and financial costs of crime.
- Support community diversion schemes and prevent reoffending.
- Share our learning, successes and good practice.

What are the key activities you will undertake with this funding?

Jobs Pathway provide:

- Keyworkers with lived experience.
- Expert mentoring, coaching.
- Youth and culturally orientated activities.
- Linked training providers, workshops to learn new skills
- Wrap-around support.
- Linked employers, signed-up to opening doors.

Phase 1 / In Custody (starting 3-to-6 months prior to release)

1). Referrals via professionals.

2). Engagement.

- Meeting candidates, agreeing participation.
- Building trust and hope.
- Assessing needs, barriers and aspirations.
- Creating a plan.

Phase 2 / In the Community (continuing 6-to-12 months following release)

3). Transitional Support. Keyworker meets candidates, supports practicalities, complying with probation, adjusting to life outside.

This is when people are highly vulnerable.

4). Social Prescribing. <https://socialprescribingacademy.org.uk/>

- Wrap-around support i.e., for addiction, mental health, wellbeing, family, housing.
- Accessing funded services such as Youth Talk <https://youthtalk.org.uk/>, New Leaf Recovery and Wellbeing College <https://www.newleafcollege.co.uk/>
- Community activities; fitness, boxing, music, youth groups.

5). Employment Orientation.

- Coaching, mentoring, flexible goals
- Building confidence
- Skills development, volunteering, work experience.
- Peer-to-peer support.

6). Stepping into work.

- Direct routes into apprenticeships, vocational training and/or employment.
- Support to start business for budding entrepreneurs (Jobs Pathway Enterprise).

7). Sustaining: Holistic support to make sure things go well.

<p>Who will be responsible for overseeing and delivering this work?</p>
<p>The grant is dedicated to frontline staffing.</p> <ul style="list-style-type: none"> - Governance is through the CEO of CDA Herts, reporting to the Board of Trustees. - The professional supervisor will manage the project steering group (funded in kind by CDA Herts). <ol style="list-style-type: none"> 1. Project plan & schedule. 2. Budget estimate and spend per quarter. 3. Progress tracker status against tasks. 4. Constraints, developments. 5. Staffing and other costs. 6. Reporting to Triangle Trust. <ul style="list-style-type: none"> - The keyworker reports to the professional supervisor (who will hold other responsibilities). - Services/agencies referring the young person into Jobs Pathway e.g., HMPPs, Hertfordshire Constabulary are accountable for statutory case management, probation supervision, risk management and safeguarding. - Key information will be shared to ensure young people are supported at all times.
<p>How will your organisation continue to sustain this project after the grant ends?</p>
<p>We are updating our strategy, (so not attached). We will always be rooted in community development and action.</p> <ol style="list-style-type: none"> 1). Jobs Pathway supports the OPCC 'Community Safety and Criminal Justice Plan: Everybody's Business', 2022 - 2027 (CSCJP) https://www.hertscommissioner.org/your-pcc/community-safety-criminal-justice-plan/. <ul style="list-style-type: none"> - Pathways 'through the gate' that address multiple needs; resettlement, wellbeing, family, transitions into training, education and employment. - Providing support as early as possible for young people at high risk of gang involvement, violence, drugs, county lines, reoffending. - Reducing crime, safer communities. - Services working better together. 2). In 2023, the OPCC is commissioning services to meet the CSCJP. Funding could be allocated over several years. We will submit Jobs Pathway, a collaborative project already sponsored by the OPCC. 3). We will apply for additional grants.
<p>What expertise and track record do you have to be able to deliver this work successfully?</p>
<ul style="list-style-type: none"> - Jobs Pathway started January 2021, sponsored by Hertfordshire OPCC, who awarded a second grant from July 2022. - We collaborate with HACRO, HMPPS, Hertfordshire Constabulary, County Council, Youth Justice, DWP and others, who refer people to Jobs Pathway. - Training partners include The Prince's Trust, Building Heroes, Hart Learning and Development. - Hertfordshire LEP Opportunities Portal (HOP) and 'signed-up' employers provides steps into jobs.

The project leader is:
 Sue Whiterod, CDA Herts. After a long career in human resources in the NHS, including as director, Sue changed direction. She is Project Manager of Jobs Pathway, mentors youth offenders at HMYOI Aylesbury, <https://www.trailblazersmentoring.org.uk/> and is co-founder of rocknplace, developing services to support young men leaving prison, also hosted by CDA Herts <https://www.rocknplace.com/>. Sue is an accredited coach.

Senior keyworker:
 Tony Franklin leads Building Better Opportunities, working with persistent offenders, <https://hacro.org.uk/project/bbo-strive/>. Tony has deep experience of supporting young people and giving talks at schools. Tony became addicted to heroin and cocaine aged 11. His life was offending, drugs and experience of violence. Reaching rock bottom, Tony found the right support and strength. He gave up crime and drugs and dedicates his life to supporting offenders. He has setup a social enterprise.

Explain how the grant will be spent

The grant will fund an experienced full-time keyworker and professional supervision. Project Management and administration will be provided 'in-kind'.

Keyworker responsibilities include:

- Oversight, operational delivery.
- Policies, procedures.
- Managing caseloads.
- Building relationships, working with professionals.
- Social prescribing.
- Safeguarding, risk management and identifying when a person's needs are beyond the scope of the pathway. Referring young people to the relevant professional.
- Reporting, evaluation.

Expenditure.

Key Worker. Full-time. 37.5 hours per week. £25,000 per annum*.
 Professional Supervision. 2 hours weekly x 52 weeks = 104 hours @ £20.50 per hour, £2,132 per annum.

On costs: staffing, IT, travel, office @ 12%. Total: £3256
 Expenditure per annum. Total: £30,388.

(*Shortfall and/or enhanced salary will be funded by the host/partner organisations).

Will you be receiving funding from any other sources for this project?

Yes

Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.

No

Reason why not all staff have DBS checks.

Not all staff have roles that require DBS clearance. All staff requiring DBS clearance have this in place.

Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year)

£60,000	
Proposed grant start date	Proposed grant duration in months
01/04/2023	24
How much funding is required each year?	
Year 1	Year 2
£30,000	£30,000
What was your organisation's expenditure in the most recent financial year?	What was your organisation's annual income in the most recent financial year?
£183,846	£293,455
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£73,653	