

Organisation Name		Reference code
Three13 Training and Enterprise Ltd		2022-11-YO65
Organisation Address		
Three13 Training Hub, The Oakwood Centre, Cleasby Way Stockton-on-Tees Cleveland TS16 0RD United Kingdom		
Website Address		
www.three13.co.uk		
Type of organisation? (tick all that apply and complete relevant details)		
Charity	Registered Charity Number	Date Registered
Yes	1113499	2005
Community Interest Company	Registered Companies House Number	Date Registered
No	5642155	2005
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
No		
Grant Summary		
Supporting young people with criminal convictions, on their journey to find meaningful employment.		
Please describe the needs that this project will address		
<p>Young people in Cleveland have a re-offending rate of 40.5%, higher than the UK average of 33.6%. In 2021 Middlesbrough was labelled the second most dangerous city in England by CrimeRate and Stockton has twice as many 16-24yr olds out of work than the national average. Aiming to see positive change in our region, we have to be part of interventions that address these statistics.</p> <p>Corroborating research, conversations with our young people have highlighted three, high level needs:</p> <ol style="list-style-type: none"> 1. Education and Employment <ul style="list-style-type: none"> - '46% of young people in the justice system rated as under-achieving at school, 90% of those in prison had been excluded' (Young Minds). We're not about sitting in a classroom; our training is practical, helping people to see they can engage in education. - 'Employment provides an offender with independence, status, earning power, a structured routine, social contact, purpose and direction' (NOVUS). We can maximise the chance of our programme leading to work by tailoring work experience to reflect the local demands for employment and be part of the narrative shift for businesses' motives for employing ex-offenders. 2. Relationships <ul style="list-style-type: none"> - 'Issues such as abuse, poor attachments and low supervision are all identified as main predictors of youth offending behaviour' (Henry et al, 2015). We host a consistent environment; making people feel safe, valued and part of the 		

community. Many people we work with have limited support networks and express how impactful the social aspect of our programme is; "I've got low self-esteem but the guys on the course are building me up and encouraging me - made some life-long friends and feel life is coming together with whole new meaning." (Three13 learner)

3. Mental health

- '95% of imprisoned young offenders have a mental health disorder' (Barrow Cadbury Trust). We can signpost people to access the specialist support they require for their mental health, as well as identify with them how they can be supported during their time with us.
- 'Neighbourhoods with higher levels of social cohesion experience lower rates of mental health problems than those in neighbourhoods with lower cohesion, independent of how deprived the neighbourhood is.' (MHF). Our community-focused model of delivery helps the marginalised understand their participation in community is valuable. 95% of our learners find themselves able to help others with their new skills.

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

Following our 12 week programmes, delivered to 6 young people at a time (24 people over 24 months) we expect to report the following key outcomes:

A) For the learner

EDUCATION & EMPLOYMENT

- Broadened horizons; 24 young people have a more informed perception of what they could achieve and their next steps
- Improved chance to gain employment; 24 young people have accessed work experience (reference), CV, coaching for searching/applications/ interviews/ employer expectations

RELATIONSHIPS

- Increased self-confidence; 24 young people report they're able to better manage healthy relationships with others
- Improved resilience; 24 young people have developed their independent living, soft and social skills

MENTAL HEALTH

- Increased sense of purpose and worth; 24 young people have identified they have the tools and abilities to move their life forward
- Increased self-care; 24 young people report positive decision making and can identify healthier habits they've developed

B) For the community

- 60%+ progression rate into employment or further education for the young people we work with, helping to reduce reoffending rates
- Increased awareness among 40 local employers of the benefits of giving a young person with criminal convictions a chance, with a view to create suitable job opportunities, offer placement support and explore partnerships

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

1. Our Employer Engagement team will seek to build relationships with 40 local employers to advocate for young people with convictions, broker jobs and offer email post-placement support. Helping others to understand over and above good 'social value', young people with criminal convictions are a valuable talent pool in their own right.

2. Using a theory of change approach, we'll meet the holistic needs of 24 young people with criminal convictions, supporting them into meaningful employment through the following activities:

- Work experience, developing transferable technical skills and knowledge through a sector-based pathway in a community setting
- Careers sessions, including external speakers, 1:1 guidance and independent learning to improve employability
- Tailored training sessions that address behaviors, nurture soft skills (team building, communication, health and safety) and teach life skills (budgeting, healthy cooking, self-care etc.)
- 1:1 reflection, advocacy and pastoral support with a mentor/s
- Post-placement support for up to 12 months

Assumptions:

- We will receive 24 appropriate referrals of young people from our existing network, including; social housing providers, probation services, DWP, offender-focused charities.
- Developing young peoples' soft, social and employability skills will decrease their chance of reoffending, increase their resilience and result in positive long-term outcomes for them and their family.

Who will be responsible for overseeing and delivering this work?

For each 12 week programme, the grant contributes to following posts:

- Learner Manager (60hrs) - Preparing for and evaluating the programme, referral management, initial assessments, learner review/ feedback
- Pathway Supervisors (168hrs)
- Work experience/ community project lead, delivering quality, sector-based training and experience for our learners
- Training Supervisors (40hrs) - Delivering workshops addressing behaviours/ life skills/ soft skills
- Mentor time (288hrs) - Providing 1:1 IAG and advocacy for each learner throughout the programme
- Employer Engagement Officer (40hrs) - Running campaign to engage local employers in the outcomes of our project

Alongside this, a 7.5% Management fee ensures the project remains on track through:

1. Regular team meetings/ Quality Management
2. Our MIS system (where we monitor all learners against their ILP)
3. Ongoing dialogue with referral agencies and employers

How will your organisation continue to sustain this project after the grant ends?

Our aim is to move towards social enterprise model of delivery for Three13 - sustaining training through a collection of community spaces and skills-based enterprises on our Teesside site. As part of that journey, one of the legacies of this project will be to explore partnerships with employers to inform Corporate Social Responsibility-subsidised pathways, increasing both the financial resilience and relational sustainability of our approach longer-term.

In the meantime, we'll continue to source grant funding and contracts, maintaining a healthy reputation and relationships with Local Authorities, Police and HMPPS. We hope the evidence gathered from the outcomes of this project will further demonstrate the value of our approach to commissioners seeking better outcomes for young people with criminal convictions.

What expertise and track record do you have to be able to deliver this work successfully?	
<p>Last year 62% of the 16-24 year olds we trained had criminal convictions - a symptom of the fact that Teesside has the highest rates of child poverty of anywhere in the country and a youth unemployment rate of 64% above the national average.</p> <p>2019-21: We had a contract with DTV CRC to deliver Education, Training and Employment provision for unpaid work participants. Despite the pandemic, we provided face-to-face training to over 100 people, with 35% of those who completed our Advance Programme moving forward into employment. Our approach was cited as 'impressive' in a national report by the HM Inspectorate of Probation.</p> <p>November 2021- January 2023: Since probation was re-nationalised, we've partnered with Ingeus to provide ex-offenders with work experience and the chance to gain an accredited qualification in horticulture, through the creation of community gardens. Of the 16 people we've worked with, 13 achieved their qualification and 4 found employment as a result.</p> <p>We've just been awarded a small grant by our local PCC to provide a supported route away from violent crime for 12 young people at risk of re-offending, between now and March 2023.</p>	
Explain how the grant will be spent	
<p>Ensuring young people with criminal convictions can access our support post March 2023, this grant allows us to deliver a further four 12 week programmes over two years. For less than £9ph/pp, 24 young people with criminal convictions (6 per cohort) will access:</p> <ul style="list-style-type: none"> - 168 hours of work experience - 32 hours of Careers support - 40 hours of training sessions that address behaviours, nurture soft skills and teach life skills - 48 hours of reflection, advocacy and pastoral support with a mentor <p>This £2,490pp cost includes maximising employment opportunities for those young people (and other local people with criminal convictions) through an Employer Engagement campaign to reach 40 local employers. We'll also be able to extend our post-placement email support to both employer and employee post-placement.</p>	
Will you be receiving funding from any other sources for this project?	
No	
Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.	
Yes	
Reason why not all staff have DBS checks.	
Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year)	
£59,760	
Proposed grant start date	Proposed grant duration in months
03/04/2023	24
How much funding is required each year?	
Year 1	Year 2
£29,880	£29,880

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?
£416,662	£515,582
What value of unrestricted reserves did your organisation have at the end of the most recent financial year?	
£165,144	