



The London Recovery Programme

New Deal for Young People

**Young People Education and Skills Working Group
21 October 2021**

New Deal for Young People



A New Deal For
Young People

By 2024 all young people in need are entitled to a personal mentor and all young Londoners have access to quality local youth activities.

We want to improve the life chances and opportunities for Young Londoners by:

- Enabling more young people in need to benefit from quality mentoring and youth activities
- Improving the quality of mentoring by building capacity of the youth sector
- Increasing strategic investment in London's youth and mentoring activities

New Deal for Young People

Why?

The Covid-19 pandemic has had a huge impact on young people. Particularly those that were already at a disadvantage

Our aim is to break down these inequalities and create a new deal for young people, informed by young people

Young people have told us the importance of having a trusted adult relationship in supporting them with challenges they face at key moments in their lives

We know there is some excellent life changing mentoring already happening, We want to amplify, learn from and celebrate this practice



MISSION: BY 2024, ALL YOUNG PEOPLE IN NEED ARE ENTITLED TO A PERSONAL MENTOR AND ALL YOUNG LONDONERS HAVE ACCESS TO QUALITY LOCAL YOUTH ACTIVITIES

New Deal for Young People

How? We will:

- Listen to young people and act on what they want
- Work with the youth sector to develop core principles and a framework for good quality mentoring alongside a package of support and training – the confidence framework will underpin all funded activity under the NDYP
- Invest in scaling up mentoring programmes that work well, particularly for those young people most in need
- Empower youth organisations and stakeholders to share best practice to deliver quality mentoring and youth activities
- Work with funders to secure future investment for London's youth sector

Activities and workstreams

Phase 1 – In delivery

- £1m grants in 20 **mentoring projects** through London Community Response – reaching over 4000 young people
- 14 more **Stepping Stones** schools delivering peer mentoring to over 1,700 young people
- £1.5m investment in **My Ends**
- **Peer-led research** and small grant programme for young people to help improve knowledge and access to youth activities

Activities and workstreams

Phase 2 – In progress

Workstream 1: Three grant funded linked programmes in development to expand mentoring for young people most in need. **Underpinned by the development of a Mentoring Confidence Framework**

- **£3.5m** of grants to scaling up c. 10 mentoring organisations that work well to deliver mentoring to young people in greatest need and to help build capacity of the sector
- **£600k** to coordinate and expand **STEAM mentoring** linking employers and community groups for young people under-represented in the STEAM sectors
- **£900k** investment in **HeadStart Action** a personal and social development mentoring programme for young people who are at risk of becoming NEET through social action.

Workstream 2: Building on the excellent role of partners in delivery of the mission particularly:

- The role of **businesses and anchor institutions**
- The role of the **voluntary sector**
- Engaging **Young Londoners** and the wider community

Workstream 3 : How we communicate our vision

Activities and workstreams

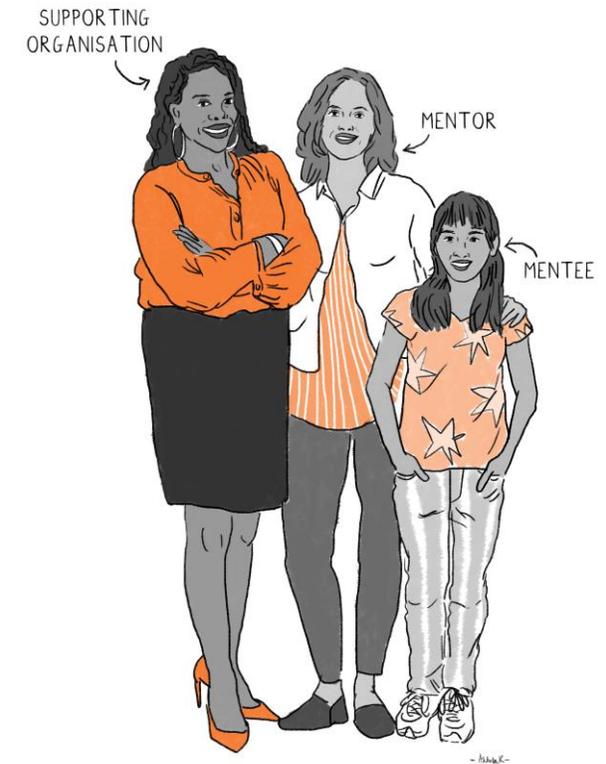
Phase 3 – The future

- Developing a collaborative **Young People's Fund** building on London Community Response and further funding opportunities
- Strengthening the offer and role of partners

Building the capacity of the sector

We have been consulting on three work strands to support delivery of quality mentoring:

- **The Mentoring Confidence Framework** - *a tool that helps organisations build on their best practice for mentoring and personalised support. The Mentoring Confidence Framework will outline key principles identified as being essential for effective mentoring programmes. Organisations can use the framework to evaluate their own models and practice and identify strengths and areas for development*
- **The Confidence Framework modular training** - *a package of training and support linked to the Confidence Framework principles*
- **Peer coaching and support** - *a cohort of up to 10 organisations that will help develop, support and promote the framework within the sector as well as receiving funding to uplift their existing delivery. This cohort will use their knowledge and expertise to support other organisations to build on their mentoring practice*

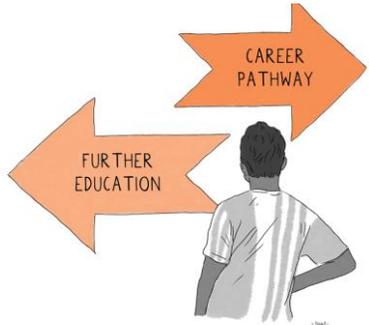


New Deal for Young People – Draft Mentoring Quality Statement



Setting expectations and evidencing impact – Mentors should **jointly** set expectations with the young person and organisations should be able to **systematically demonstrate** the impact of their mentoring.

Type of activities - Youth mentoring programmes are particularly effective when mentors employ **targeted** approaches matched to the needs of their mentees rather than a one-size-fits all approach. It is important that the mentor listens and responds to the needs of the mentee.



Duration and frequency - Studies show that **longer relationships** between mentees and mentors are associated with better outcomes. High levels of commitment and communication from mentors is important when building the relationship, and **regular contact** has been shown to be key to the success of mentoring relationships.



Youth voice - Young people should be given opportunity to **shape and direct** the mentoring. This could include the design and evaluation of the programme as well as directly being able to communicate what support they need.

New Deal for Young People – Draft Mentoring Quality Statement



Characteristics of a mentor - Positive outcomes ultimately rely on the formation of a positive connection between mentor and mentee. Factors such as **trust, empathy, authenticity, and mutual respect** are considered critical to a quality mentor relationship.



Creating Matches - Matching mentees and mentors with shared backgrounds and matching in a culturally sensitive way are important for effective mentoring programmes. Shared backgrounds include values, beliefs and interests. Matching processes that give **choice and agency to mentees** are seen to be effective.



Training of Mentors - Mentors need to be equipped with the skills to support young people. Upfront as well as **ongoing support**, training and supervision for mentors is key.