

New Deal for Young People

December 2021



New Deal for Young People – Overview

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
- Empowering system change and sustainability within the youth sector

New Deal for Young People – How?

- Listening to young people and acting on what they want
- **Quality:** Working with the youth sector to develop core principles and a framework for good quality mentoring alongside a package of support and training
- **Quantity:** Investing in scaling up quality mentoring programmes, particularly for those young people most in need
- **Sustainability:** Empowering youth organisations and stakeholders to share best practice to deliver quality mentoring and youth activities
- Working with funders to secure future investment for London's Youth Sector

New Deal for Young People – Who?

We want to support young people that are facing the biggest challenges, including those at risk of exclusion and/or involvement in crime. An illustrative list, not exhaustive list, of target groups of young people is outlined below. There will be other groups of young people based on local need.

- Young people with Special Educational Needs and Disabilities (SEND)
- Those who are excluded from school or college
- Those who are associated with gangs or impacted by exploitation
- Those who are NEET (not in employment, education or training)
- Those experiencing or have been impacted by domestic violence and abuse
- Those who are young refugees and asylum seekers
- Young people with a social worker (Children Looked After, Child Protection Plan, Children in Need and Care Leavers)
- Young people from low income families / living in poverty

New Deal for Young People – Quality Mentoring 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 – Quality Mentoring 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.



Investing in New Deal for Young People

- The Mayor of London is investing £4.3m to expand mentoring to those targeted young people. 2-year programmes:
 - Leadership mentoring
 - STEAM mentoring
 - Head Start Action
- Strong partnership approach with London Councils to ensure local delivery & join-up
- All programmes are underpinned by the development and implementation of a Mentoring Confidence Framework – to be led by the VCS sector.
- www.london.gov.uk/new-deal-young-people



Mentoring Leaders Funding Opportunity

- £3.5m total funding
- 7 – 12 grants of between £100k - £500k
- Delivery March 2022 – March 2024

Objectives:

1. Expand quality mentoring for young people aged 10 to 24 with the greatest need.
1. Deliver a capacity support programme for youth organisations, including development and promotion of the new Mentoring Confidence Framework.

STEAM Mentoring Funding Opportunity

- £500k total funding
- 5 – 10 grants of between £50k - £100k
- Delivery March 2022 – March 2024

Objectives:

1. Expand quality STEAM mentoring for young people aged 10 to 24 with the greatest need and who are under-represented in the STEAM sector (such as girls and Black young people)
2. Support STEAM employers to expand or introduce mentoring programmes, embedding use of the Mentoring Confidence Framework.



HeadStart Action Funding Opportunity

- £300k total funding
- 2 Lead Delivery Organisation grants of £150k
- Delivery March 2022 – March 2024

HeadStart Action is a social action and employability programme for young people aged 14 to 18 who are at risk of becoming NEET in boroughs with the highest levels of youth unemployment

We are looking for up to **two lead delivery organisations / consortia** to support up to 10 local HeadStart Action grantees and their participants (at least 360 young people)

Grant 1: Capacity building – recruit and manage grantees and provide support to deliver social action and embedding the Mentoring Confidence Framework.

Grant 2: Employability – engage and broker employer partners and lead the delivery of employability training and work experience and/or job opportunities across London

Transforming the sector

Accessibility and use of Mentoring Confidence Framework

- The Framework is the tool to embed quality so its promotion and accessibility to VCS is critical.

Longer term funding

- Important to escape two-year commissioning practice.
- Discussions ongoing with London Funders with potential of Collaborative Fund.

Anchor institutions

- Working closely with Bloomberg to work with key institutions.
- Menu of options for organisations to support Mission.
- Target of 100K young people to reach by 2024.



Transforming London

Voice of young people

- Making Young People's experiences integral to the mission
- Youth Recovery Board
- Youth Summit – summer 2022

Working across the missions

- Positive mental health and wellbeing
- Getting into good jobs
- Building stronger communities

Thank you!

