

APPENDIX 5.1

Welcome Bags - Young Devon

Overview

Proposed and delivered by Young Devon, the 'Welcome Bags' Innovation Fund Project has been designed to ensure all participants have the resources to meet their hygiene needs, by supplying around 30 items such as shampoo, toothbrush and toothpaste and feminine sanitary products. The bags were also designed to contain other essential items to help participants, including calendar and note book and a support directory. As well as supplying necessary items, the bags aimed to stimulate broader and more easeful engagement with the difficult topic of personal hygiene. The project has been running since late December 2018 with a total of 120 bags now given out to participants.

The project has been a massive success. The bags' contents have built individual participants' motivation to manage their own hygiene and appointments and subsequently built up their confidence and aspirations. The process of co-designing and distributing the bags with groups of participants has stimulated conversation and deeper thinking on topics of hygiene, gender, sustainability and existing support services. The whole co-design process has encouraged enterprise skills, including in budgeting, team work and in reaching out to local businesses.

Motivation

Mentors have found that a significant number of participants struggle with personal hygiene, self-care and day-to-day readiness. It is felt that many young people lack the motivation or opportunity to take care of themselves on a basic level (e.g. cleaning their teeth, washing, managing appointments). Additionally, due to its sensitive and personal nature, hygiene and self-care can be a difficult topic to approach, for both mentors and participants.

Ongoing Project Objectives

It is intended that the Welcome Bags will play a role in developing the readiness, competence and confidence of participants, in their journeys towards increased social integration, good mental health, and work-readiness:

- The Welcome Bags will provide the young people with necessary items to manage their **basic needs**.

- The Welcome Bag project will enable mentors and young people to **discuss personal hygiene and self-care** more easily.

Having the bags co-designed and co-produced in a young person-led environment should offer opportunities to discuss wider issues such as gender, mental health, community and will also lead to exercises around empathy and supporting peers.

This activity is intended to provide valuable **design and enterprise experience** to the young people involved.

It is hoped that young people who are involved in this activity will increase their ability to **identify local challenges and respond** to them accordingly.

Outcomes (and ongoing plans)

- The project started in December 2018 with the distribution of bags in rounds of 30 bags at a time. Bags are sent to Young Devon across the county to share with their participants.
- Each of the rounds of bags contained feedback forms and bag contents were reviewed for subsequent rounds. Items added following feedback included plasters, condoms and a support directory jointly written by the participants. Participants asked for inclusion of paracetamol and razors but these remained excluded due to health and safety concerns. Foodbank vouchers were requested but excluded due to them being available through other Young Devon sources. Each bag now contains around 30 items and have been equally divided to include female, male and neutral items. Sanitary products are also available separately for individuals who are transitioning or have gender queries.
- The bags were very well received with 70% rating them 'Very Helpful' or 'Extremely Helpful'. Some of the feedback received has surpassed expectations, with them being especially valuable for individuals who have been experiencing financial difficulties due to benefit problems, those who are not securely housed and those who struggle with poor mental health. They have experienced relief through being given the bags.
- Distribution of the bags is part of the induction process. Through offering the bags as an initial support solution mentors were able to open up conversations about existing support services in the area, we have increased our use of food banks, furniture charities, and other small services. They have also been able to address difficulties in accessing mental health and benefits services. Participants are not limited to one bag and bags are available to suit the needs of participants.
- The distribution and design cycle that was chosen has proved very effective, with participants who have received bags then going on to join group sessions where they can design and distribute to more young people. Planning, sourcing and packing has predominantly been a participant led activity with group sessions taking place in each delivery location. This has resulted in increased awareness, enterprising skills and community engagement and some fantastic conversations around vulnerability, equal opportunities, diversity and sustainability.
- Empowering Enterprise partners have been kept informed about the project via partner meetings and project wide newsletters. Additionally external organisations have been very interested in the project and encouraged their staff to come along to design meetings in the hope that they will be able to produce similar bags, Devon Young Carers in particular have been in contact several times over the past 6 months for support and advice in starting their own welcome bags project.

APPENDIX 5.2

Careers Fair - ODILS

Overview

Open Doors International Language School (ODILS) secured funding from the project's Innovation Fund, in order to improve employment prospects for speakers of other languages within Plymouth. ODILs identified and engaged with key partnerships and service providers within the city which then lead to the hosting of a careers fair in October 2018. The event had 31 attendees and 13 employer/service stall holders.

Two further careers fair events were held in 2019, as well as establishing of a weekly drop-in career hub. These projects were not directly funded by the innovation fund, but drew upon networks and research established using the innovation fund in 2018. All staff time is still funded by the Empowering Enterprise project.

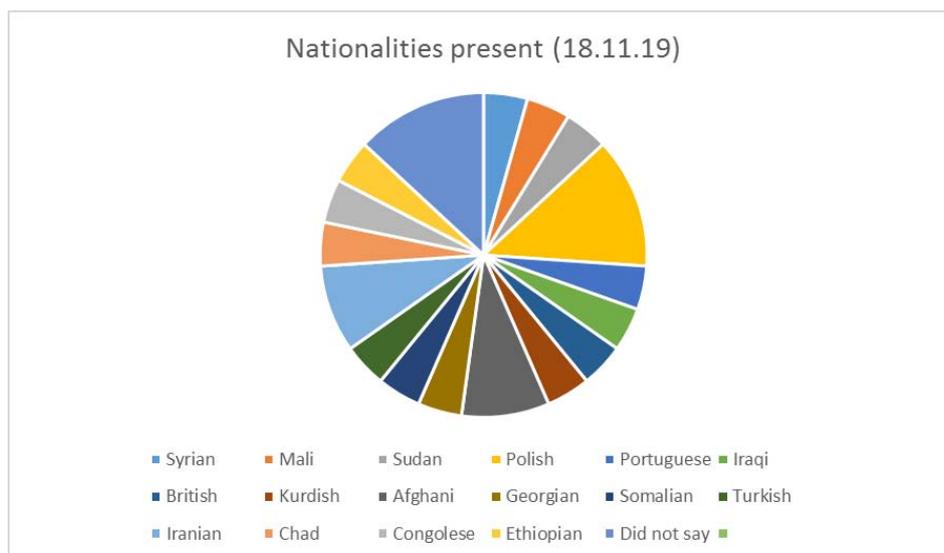
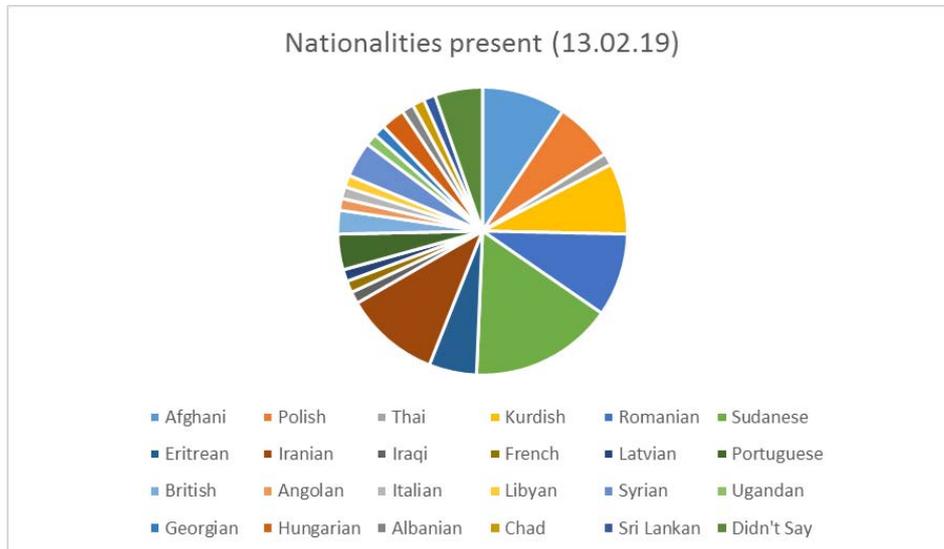
Motivation

This careers event was to benefit both young people by bringing employers and services to them, to enable them to practice engagement and gain access to information and opportunities; and employers by improving their familiarity with the reality and barriers of those with English as a second language.

Outcomes

- An event was held on the 13th of February, during class time, and therefore had high turnout of 78, with 5 under 25 year olds. The nationalities present are shown below. There were 11 stall holders from information, advice and guidance services; training organisations; and social activity groups.
- The feedback on the event was positive, helping people practice their language, practice meeting new people and gain information. The stall holders considered the event a **big success with a rating of 8.4/10, also saying they'd improved their knowledge of these communities and of ESOL levels, with 8.1/10 for both.**
- A second event of 2019 was held on the 18th of November. This event was held on a Friday, in place of the newly established Career Hub, which had only been running for 2 weeks, and so was still being promoted to students. This event had 6 stall holders, covering opportunities for volunteering; social groups and information, advice and guidance for finding employment. 23 people attended the event, with 5 being 18-24, see below for nationalities present.

- The stall holders rated the success of the event as 6.5/10, and felt they had improved their knowledge of these communities (8.3/10) and a slight improved knowledge of ESOL levels (6/10). There was a frustration that further education colleges didn't attend the fair.
- Students attending, again, felt it was helpful for them to practice their language in meeting new people from these sectors, and they received good information.



Ongoing plans

- The drop in Careers Hub is due to run every Friday, these give 1-2-1 support for CV writing and applications. There are plans for these to be replaced twice a year by the careers fairs, which allow easy access to information, provide inspiration and familiarise students with the signpost organisations.
- Overall, employer engagement has been slow. It is mainly advice organisations that attend the careers fairs but we've had some recent breakthroughs with the Co-op, Blue Arrow and Care Agencies who are expected to attend the next one.
- There are plans to re-run a jobs survey with students to best understand the sort of sectors they are hoping to enter.

APPENDIX 5.3

North Devon Social Fair

Reflections on first Empowering Enterprise Social Fair

GEORGIE'S YOUTH CENTRE, BARNSTAPLE, NORTH DEVON

6PM-8PM, THURSDAY 14TH MARCH 2019

WHAT HAPPENED

Petroc were responsible for securing venue and publicising the event to local young people.

Through Young Devon connections, we secured a youth centre in Barnstaple as the venue. Having discussed with the centre manager, it was decided that the Social Fair should be held on the same evening as their weekly youth club. This meant that we were 'taking the event to them', instead of finding young people and trying to get them to come to the event in an unfamiliar setting.

Approximately 50 young people attended the Social Fair throughout the evening. Many of these were at the venue anyway, as they regularly attended the weekly youth club.

DCT were responsible for engaging and securing community groups and clubs to attend the event as stallholders.

Held focus group and planning session with 4 YP from EE (visited and walked round venue, risk assessment, discussed what types of groups would ideally attend as stallholders).

DCT followed up by reaching out to 30 local groups and/or clubs – large variety in hobby and interest categories. Ensured all were free or affordable.

12 groups attended as stallholders at the event. This was an ideal number of stallholders for the venue.

WHAT WENT WELL

The venue was at capacity for both attendees and stallholders.

We asked stallholders to bring something interactive. There was a positive atmosphere and the stallholders were able to engage with a variety of young people and share information about their group and activities.

A wide range of community members and groups were involved.

Co-design was a positive experience for young people involved (video coming soon).

WHAT WE WOULD RECONSIDER NEXT TIME'

We would reach out to potential stallholders considerably earlier.

Though we eventually had the desired number of stallholders at the event, it's worth noting that we did reach out to 18 other groups who declined.

Many of them said 'not enough notice' or had already booked in other events on that date.

We were reaching out 4-8 weeks prior to event. We would recommend reaching out a good few months before the event.

We would evaluate the event differently.

We wanted to use a distance-travelled tool to measure whether YP's attitudes or behaviours towards social engagement changed as a result of the event.

To do this, we created a very short questionnaire and asked them to complete it on the evening. We then sent out the very same questions 8 weeks later, to determine whether their attitudes and behaviours towards social engagement had remained the same, or changed, following the event.

It was hard to engage the young people to fill out the questionnaire at the event. We would recommend having someone designated to be solely responsible for this on the night. As event organisers and hosts, we found that we didn't have enough time to ensure that most attendees completed the form. 15 YP completed the form at the event.

We sent out a follow up survey 8 weeks later to the 15 YP that completed the original one at the event. <https://www.surveymonkey.co.uk/r/RP52MNT> Even though the survey takes about one minute to complete, we were unable to offer an incentive and there haven't been any respondents.

APPENDIX 5.4

Christmas Meal - Young Devon

Overview

A Christmas celebration at a hotel in central Exeter with participants, completers and mentors including a 3 course meal and awards giving.

Motivation

A group meal and award ceremony to celebrate the achievements, successes and positive engagement of project participants. It also presented an opportunity to build on the increased development of group sessions over 2019 and further develop participant's confidence in social situations and travelling independently.

Outcomes

- 25 young people attended with 8 staff members from Young Devon. Young people travelled from all regions of Devon with 8 from Plymouth, 7 from Teignbridge; 5 from Exeter; and 5 from North Devon.
- Everyone present got an award based on mentor's feedback, (e.g. independent travel; arts based/creative awards; trying new things). Some participants had previously met at local group sessions, but most hadn't. Some participants were accompanied by mentors to travel to the event, others travelled independently.
- The event was a large success, it was lovely, more than organisers could have expected. Most of the young people were terrified as they were anxious about travelling, being with lots of (new) people and being in an unfamiliar setting of a posh hotel. At the beginning everyone was very quiet and the mentors had to go round and prompt conversation, but by the end people were mingling and chatting freely and swapping tables.
- Some groups naturally formed and the group from North Devon, who mostly didn't know each other, stayed in Exeter for a while after the meal and took the train home.

This event felt like the continued progress of having developed group sessions over the past months, where participants have been hesitant at first but their skills have improved enormously.

APPENDIX 5.5

Health & Safety in Construction course: a cross-partnership initiative in the Plymouth area

Overview

In September 2019 Petroc arranged for Cornwall College to deliver a bespoke Health & Safety in Construction course to participants in the Plymouth area.

Motivation

From general labourers to architects, anyone wanting to work in the construction sector needs a CSCS card to prove they have the appropriate training for the jobs they do on a building site. This means taking part in a course on health and safety in construction and taking a test. The cost of attending is significant and the formal structure of the courses presented a barrier for many participants on Empowering Enterprise.

Outcomes

- Cornwall College, a support partner on the project, agreed to run a more flexible course in the Plymouth area. Learning was stretched over 2 weeks of CSCS theory, with CSCS a test on the 10th day. The course took place at a local venue outside of a formal learning space so that participants felt comfortable and where required there was space for mentors to accompany and support the young people.
- There was a concern over whether participants would attend all sessions so during the delivery of the course Petroc worked with the tutor and admin team at Cornwall College to monitor the attendance of participants and contacted their mentor if the participant was not attending without having informed the tutor of the reason for this.
- Of the 9 participants, 7 passed the course, one withdrew because they gained an apprenticeship in another industry and another participant struggled with the course because of their English levels (see below).
- One participant with limited English really struggled with the delivery of the CSCS course. The sessions were delivered quickly and there was little time for the participant to write down new vocabulary he wasn't sure of. With support from his project mentor they agreed with the trainers that the participant would work independently each morning of the course while the trainer will support him with the workbooks.

His mentor then met with him regularly to check he was happy with workbook content. Overall the delivered sessions did not suit the participant and the course trainer told him to study at home. The others on the course took their test as planned but the decision was taken for this participant to take it later so they have more revision time.

- Construction is traditionally a male dominated industry. The CSCS group included 1 female who completed the course and gained an apprenticeship. This has resulted in a case study being completed called Women into Construction.
- Of the 7 who completed the course, 4 have now completed their time on Empowering Enterprise with a result: 2 into employment; and 2 into education. The remaining 3 are still working with their mentors.