



## Summer Jobs Delivery Partner: Call for Proposals

### Purpose

The Youth Endowment Fund is seeking to **appoint a delivery partner for a new Summer Jobs Programme funding round**. This funding round sits under YEF's Targeted Projects funding stream and will be **co-funded by the Department for Culture, Media & Sport (DCMS), and supported by the Youth Futures Foundation (YFF)**.

The round will fund the establishment, delivery, and evaluation of a new Summer Jobs Programme, which will provide short-term paid work placements for young people at risk of becoming involved in violence. The programme will launch in June 2024, being delivered over the summer when young people are not in education and rates of crime tend to be highest. Over a three-year period, we expect to reach around 2,600 young people.



## **Application Guidance**

### **PART 1: OVERVIEW**

#### **About the funders**

##### **The Youth Endowment Fund**

The Youth Endowment Fund (YEF) is a charity with a mission that matters. We exist to prevent children and young people becoming involved in violence. We do this by finding out what works and building a movement to put this knowledge into practice.

Children and young people at risk of becoming involved in violence deserve services that give them the best chance of a positive future. To make sure that happens, we fund promising projects and then use the very best evaluation to find out what works. Just as we benefit from robust trials in medicine, children and young people deserve support grounded in the evidence. We build that knowledge through the programmes and evaluations that we fund.

Our [strategy](#) sets out how we will achieve our mission.

##### **The Department for Culture, Media and Sport**

The Department for Culture, Media and Sport (DCMS) focuses on supporting culture, arts, media, sport, tourism and civil society across every part of England – recognising the UK's world-leading position in these areas and the importance of these sectors in contributing so much to our economy, way of life and our reputation around the world. The department champions sport for all at every level, supports our world-leading cultural and creative industries and enhances the cohesiveness of our communities, including supporting young people to thrive.

##### **Youth Futures Foundation**

Youth Futures Foundation is the What Works Centre for Youth Employment. It aims to narrow employment gaps for young people facing the greatest challenges by identifying what works and why and investing in evidence generation to improve policy and practice. We are supporting the evaluation of the summer jobs programme to test its impact on helping young people from marginalised backgrounds into good quality employment.

## **About Summer Jobs**

### *Background*

In large US cities, programmes that provide young people with short-term paid employment are common. These programmes are often referred to as Summer Youth Employment Programmes (SYEPs) as they are delivered over the summer, when young people are not in education and rates of crime tend to be highest.

SYEPs target disadvantaged young people and usually involve some form of pastoral support like a mentor and job readiness training, alongside paid work. The schemes have a variety of aims, including building skills, improving education outcomes, boosting job prospects, and reducing the likelihood of involvement in crime.

### *Existing evidence*

When delivered well, summer jobs programmes have shown a positive – albeit small – impact on reducing offending, alongside potentially promising results on social and emotional skills and job readiness.<sup>1</sup> However, as we've seen from the results of a systematic review which was recently co-funded by YFF and YEF, the evidence remains mixed and limited.<sup>2</sup> The current evidence is primarily from the US, and we lack any robust study in the UK context.

The YEF, DCMS, and YFF believe there is significant value in better understanding the impact of a summer jobs programme in an English and Welsh context across a range of important outcomes. Through this funding round we are therefore looking to test whether findings from the US can be replicated in the UK. We plan to do this using a phased approach to project set-up, delivery and evaluation – with the first year of delivery focusing on testing the feasibility of implementing such a scheme in the UK.

### *Creating Opportunities Forum*

We note also that there has been significant interest from the UK Government in using employment opportunities to protect young people from violence. The Creating Opportunities Forum (COF) for example was established via a joint bid between the Home Office and the DWP to HMT's Shared Outcomes Fund in 2019 and provided £1.6m to pilot a programme supporting young people at risk of serious violence to access employment opportunities (including training, volunteering etc.) and support from a trusted advisor.

Focusing on those most at risk of violence, the COF programme aspired to empower vulnerable young people to make positive life choices and address barriers to engaging in

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<sup>1</sup> See appendix 2 for an overview of existing evidence from evaluations of US based summer jobs programmes. This will be a useful resource when considering the design of the programme in your proposal.

<sup>2</sup> The systematic review is due for publication soon.



work-related activities through developing employability skills and taking steps to become work ready. Although a different model to YEF's Summer Jobs Programme (which will focus on providing paid employed opportunities rather than just moving young people closer to the labour market), the process evaluation of COF (due to be published soon) may offer helpful insights for the set-up of this project (e.g., regarding engagement and retention).

## **Aims of the funding round**

The impetus for this funding round is based on a piece of scoping work recently undertaken by [the Ending Youth Violence \(EYV\) Lab](#) on behalf of YEF, which concluded that the design and delivery of a Summer Jobs Programme in the UK is likely feasible and that a robust evaluation, such as an RCT, is possible.

The funding round will have two core aims:

1. Design, develop and deliver a promising new Summer Jobs Programme in the UK, that provides high-quality work opportunities that are attractive to vulnerable young people and has the direct aim of reducing youth violence.
2. Generate robust evidence on the impact of the new Summer Jobs Programme on reducing youth violence, and improving education, employment and wellbeing outcomes.

This will be a multi-phase project, incorporating two 'transition decision points' that will be determined by (1) whether the programme is feasible to implement and can achieve its intended outputs, and (2) whether the programme is evaluable and has potential for improving its intended outcomes. The first 'transition decision point' will be after a feasibility evaluation, and the second will be after a pilot evaluation.<sup>3</sup>

**The funding round will open on 3 November 2023.** Should decisions be made to proceed at both transition decision points, delivery of the Summer Jobs Programme will conclude in the summer of 2027 with the evaluation ending December 2028.

## **Programme design for this funding round**

There are currently no UK-based schemes like those established and evaluated in the US. In this funding round we will therefore look to set up a similar scheme in the UK and grow it to sufficient scale where it would be feasible to evaluate it using a randomised controlled trial (RCT).

The purpose of this call for proposals is to appoint a delivery partner (or a consortium of delivery partners) who will be responsible for developing the precise details of the

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<sup>3</sup> See "Evaluation design for this funding round" section for more details on the evaluation approach for this work and an explanation of the transition decision points.



programme design in collaboration with the EYV lab. All delivery costs will be fully covered by the grant. This includes employment costs/wages which will be fully subsidised by the grant.

### *Role of the Ending Youth Violence Lab*

The EYV lab will work with YEF and the appointed delivery partner/consortium to co-design<sup>4</sup> the programme delivery and the evaluation, agreeing an approach to key issues such as where the intervention is delivered, how young people are recruited and what pastoral support they are provided with to support their transition to employment. The EYV lab will lead a series of workshops with the delivery partner/consortium and YEF as part of the co-design process, to support the delivery partner/consortium to produce a high-quality delivery plan which is in line with the best available evidence. The EYV lab will lead on producing an evaluation plan.

In summer 2024, when the first young people will go through the co-designed programme, the EYV lab will evaluate the feasibility of delivery of the programme, determining whether the programme can be delivered well and is acceptable to key stakeholders (young people, employers, commissioners and the delivery partner/consortium). The findings from the feasibility evaluation will inform the recommendation of whether we should proceed with a pilot RCT evaluation.

### *Design overview*

We will expect the design to broadly reflect the characteristics of US evidence-based approaches to maximise the chances of achieving and detecting impact.<sup>5</sup> That is, to ensure the programme is evaluable and the mechanisms of change are clear, it will be necessary to define the common components (i.e., the elements of shared practice) that each employment opportunity must provide.<sup>6</sup> These include:

- Focused: offering short-term (c.6 weeks), full-time paid employment for young people aged 16–24 over the summer holidays (beginning in mid-July and ending in early September).
- Targeted: operating in high-crime areas and targeted towards young people at the highest risk of becoming involved in violence (consistently applied eligibility criteria).
- Supportive: providing support beyond employment, including a job mentor and possibly additional training.

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<sup>4</sup> See below for an explanation of the codesign process

<sup>5</sup> SYEPs operate in a range of US cities including Baltimore, Chicago, Cleveland, and St. Louis. Examples include: [Boston Summer Youth Employment Programme](#); [New York SYEP](#), [One Summer Chicago Plus](#). Also see appendix 2.

<sup>6</sup> We will expect these to be refined following theory of change development and the feasibility phase.

- Specific: directly aiming to reduce crime or violence, but with a secondary focus on positive impacts on related outcomes including education, employment, and wellbeing.

However, we note that the US approaches vary in terms of what they are delivering, the outcomes they target, and the theory of change underpinning them. Therefore, there is significant scope for creativity in thinking about aspects of the delivery that could and should be varied; we will expect to see this creativity in proposals, and for this to be further developed in the co-design process.<sup>7</sup>

The successful applicant will also be tasked with:

- developing a detailed delivery plan,
- identifying and onboarding a diverse set of employers who will make their work placements available,
- working with local referral agencies (e.g., Youth offending teams, violence reduction units, pupil referral units, prison services) to define effective referral pathways,
- effectively promoting the scheme in local areas to ensure successful recruitment of a high number of young people at risk of being involved in violence,

### **Employment opportunities**

Employers will need to be identified from across a range of sectors to have sufficiently wide appeal for the young people being targeted, who will have different interests and aspirations for their future. This diversity of type of opportunity will be key in creating sufficient demand for take up from young people.

To ensure consistency across employment opportunities, all employers would need to commit to the core components highlighted above.

The wage cost for each employment opportunity would be fully subsidised by the programme (i.e., covered by the grant) and, for consistency, this wage will likely be equal across each of the employment opportunities (although proposals may take a different approach with strong rationale). We would expect placements to be full-time for 6 weeks at or around the minimum wage for over 20s. Applicants should propose the wage amount in their proposals with a strong rationale.

In addition, we are open to the provider providing small grants to young people to support with transport costs or purchasing any clothes they may need. We are exclusively interested in paid work opportunities. Non-paid work or activities aimed to support young

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<sup>7</sup> See here for an explanation of YEF's co-design process, and associated outputs: <https://youthendowmentfund.org.uk/resources-for-co-design-and-project-management/>



people into paid employment (e.g. volunteering, training, job experience placements) should not be included in your proposal.

### **Area selection**

Most existing US schemes operate at a city level, with a focus on areas with the highest rates of crime. We are not tied to this approach, however. Applicants will need to propose an approach for the unit of geography (e.g., city, local authority, etc.) in area selection in their proposals, along with a rationale for why they consider this the best approach. Applicants may even consider the possibility of targeting demographic groups or geographical areas within the areas.

### **Young person eligibility**

The programme should only be offered to those aged 16–24 at risk of becoming involved in violence. The programme may be most useful for those at the lower end of the age range (16–18), as support is rarely available for this group and they are most likely to be in full time education and therefore free during the delivery window – as such, it may be that the programme will focus more heavily on recruiting younger people.

The programme design will need to consider how it may impact on participant' rights to claim benefits, and how this will best be addressed.

The proposed eligibility criteria for the programme are as follows (though these are open to discussion).

- Young people aged 16–24 who:
  - Are or have been in contact with Youth Offending Teams;
  - Have left the secure estate;
  - Attend or have attended an alternative provision institution;
  - Have had at least one fixed term exclusion in the last year;
  - Are or have been persistently absent from school (for reasons other than illness);
  - Are or have been in care;
  - Have been present in A&E due to a violent incident;
  - Are engaged with the Supporting Families programme;
  - Have, or have had, a social worker;
  - Have been identified at risk of criminal exploitation;
  - Have a sibling or parent who are known to be involved in serious violence.

### **Referrals**

Referrals into the scheme will need to come from relevant agencies in the areas of operation – including local authorities, youth justice services, violence reduction units, and pupil referral units. The delivery partner will need to work with these agencies to establish appropriate referral pathways and monitor how well these are working.



It may be necessary to put in place a post-referral screening tool to ensure only the most high-needs young people are recruited into the programme and the evaluation.

In the proposal, applicants should include information on how they will approach recruitment and retention of young people into the programme. This should include consideration for how you will make it attractive and possible for young people to take part and stay engaged throughout the duration of the programme (for example: variation in employment opportunities, timing and frequency of payments, travel subsidies to and from work, payment for clothes/other essential resources).

### **Pastoral support**

Each job opportunity will be accompanied by additional high-quality pastoral support, in the form of a job mentor. This support will be provided to young people throughout the duration of their work placement. The type and dosage of this support, as well as suggestions as to who will deliver this support, and how and when it will be delivered should be included in applicants' proposals. We are open to proposals which include alternative forms of pastoral support such as pre-work training. US schemes have also for example included cognitive behavioural therapy (albeit with limited success) as part of their model.

Our expectation is that whatever form this element takes, it will need to be consistent across all the different job opportunities, though this is open for discussion.

### **Race equity, diversity and inclusion**

Children and young people from marginalised backgrounds (including children and young people from Black, Asian and other minority backgrounds, as well as young people and children who've been in care) are significantly overrepresented in the youth justice system. At the same time, young people from Black, Asian and other minority backgrounds, are disproportionately likely to be underemployed.

Through the Summer Jobs Programme, we therefore want to make sure that we are reaching a diverse range of young people. It is essential for race equity, diversity and inclusion considerations to be embedded into the design of the programme, ensuring for example that opportunities are attractive, accessible and appropriate for young people from marginalised backgrounds. Equally, mentors and any pastoral staff who are part of the programme should be from a diverse range of backgrounds and ethnicities to properly meet the needs of the young people recruited.

The delivery partner and evaluation team may work with one of YEF's Race Equity Associates who can advise on specific elements of programme design.





## Evaluation design for this funding round

Every YEF funded project is independently evaluated to enable us to learn more about what does and doesn't work to prevent children and young people from becoming involved in violence. If you are successful in being appointed as a delivery partner for the Summer Jobs Programme, you will be partnered with an independent evaluation partner throughout this project. The evaluator will collect data throughout the delivery of the YEF funding project to facilitate robust evaluation. Please watch [our video](#) on evaluation.

### *Phased approach*

To give the Summer Jobs Programme the best chance of success in terms of delivery and evaluability, we will take a phased approach with significant investment in development and early-stage testing.

The first phase of testing (feasibility study) will be led by the [Ending Youth Violence \(EYV\)](#) Lab, with later phases (internal pilot RCT and impact trial with long term follow-up) being led by another independent evaluator appointed by the YEF.

To be suitably powered to detect an impact on violent offending, we estimate that an impact evaluation (internal pilot launching January 2025 and efficacy trial launching January 2026) would need to have c.2,600 young people in the treatment arm. Please note however that this is a rough estimation that is subject to change during the early stages of evaluation. Successful evaluations of the US-based programmes relied on an over-subscription to the programme to create a control group (which is required for an RCT) and also as a justification for randomly allocating eligible young people to treatment or control groups. So it'll be important that referral pathways are sufficiently well developed to allow for a far greater number than this (as well as attrition).

### Phase 1: Appointment of delivery partner, co-design and project set up (October 2023 to June 2024)

This phase involves all elements of project set up, ahead of the programme launch in summer 2024, including the appointment of a delivery partner.

Once a delivery partner has been selected and the appointment has been approved by [YEFs Grants & Evaluation Committee](#) (GEC), we will move immediately into the YEF co-design process. Co-design is a period where all partners involved in the operational delivery of the programme and the evaluation come together to agree the design of both. This is likely to include YEF, EYV and the delivery partner. Initial project set up (e.g., recruitment of employers for the feasibility phase) will need to run concurrently with the codesign process.

Phase 1 key outputs are likely to include:

- A detailed delivery plan (development to be led by the delivery partner)

- Agreed Theory of Change, referral pathways and outcome criteria.
- Programme materials and guidance for employers.
- Mentor training materials.
- Project and evaluation budgets.
- Co-produced project plans (including risk register, Gantt chart).
- Final feasibility evaluation plan (development to be led by the EYV lab).

### Phase 2: Feasibility (June 2024 to December 2024)

The main aims of this phase will be to determine whether the new programme can be delivered with fidelity, to learn about barriers and facilitators to implementation and to allow YEF and other partners to determine whether or not to proceed to fund a pilot RCT of the programme. The EYV Lab will be commissioned to evaluate this phase.

This phase would involve beginning delivery in a small number of areas, without a control group to understand:

- feasibility of delivery – I.e., can the delivery partner recruit and retain young people who are at risk of violence, and deliver the programme with fidelity; testing questions of
  - Volume and suitability of referrals
  - Take-up of the offer and attrition/drop out
  - Sustainability of employment opportunities
- acceptability of the intervention:
  - Do young people value the programme and feel it is appropriate to their needs?
  - Do commissioners and employers find the programme acceptable and a good fit with local services?
  - Do employers feel the programme is designed and delivered in a way which meets their needs and will encourage other to participate?
  - What improvements are required as delivery is scaled up
- the optimal set of outcome measures

Detailed plans for the work required for this phase will be finalised during phase 1. This will likely also include preparations for phase 3 (recruitment of more employers, etc.).

### Transition decision point 1

Based on the findings from the feasibility evaluation, and the recommendation of the independent evaluator, YEF (in collaboration with relevant partners) will decide whether to proceed with the next phase of evaluation. This decision will be based on pre-defined progression criteria developed by the evaluator and agreed by YEF.

The decision whether to progress to the pilot phase will need to be approved by [YEF's Grants and Evaluation Committee](#) (GEC).

### Phase 3: Piloting (January 2025 to December 2025)

The main aim of this phase will be to test whether the programme can be delivered and evaluated as required for a full-scale randomised trial. It will involve expanding the scheme and including a control group to test:

- Deliverability. An implementation and process evaluation would test the fidelity of the model at scale, as well as the perspectives of young people, practitioners and employers.
- Evaluability. Processes of randomisation and the collection of outcome data would be tested to understand if a larger-scale RCT is possible.

A new evaluator will be appointed to run this phase via a competitive tender process. The evaluator will need to have expertise in delivering large scale complex randomised trials, as well as expertise in youth justice and knowledge of the employment sector.

### Transition decision point 2

Based on the findings from the pilot evaluation, and the recommendation of the independent evaluator, YEF (in consultation with relevant partners) will decide whether to proceed with the next phase of evaluation. This decision will be based on pre-defined progression criteria developed by the evaluator and agreed by YEF.

The decision whether to progress to the efficacy phase will need to be approved by YEF's GECO.

### Phase 4: Testing efficacy (January 2026 to June 2027) and long-term follow up (January 2028 to December 2028)

This phase would involve a large-scale RCT across multiple areas. This would:

- Test the impact of the Summer Jobs Programme on relevant outcomes – a child-level measure of offending would be the primary outcome, with the evaluation also seeking to include education, employment and other behavioural and wellbeing outcomes as secondary.
- Make recommendations on if the scheme should continue, should be scaled, and how it should be funded

The longer-term follow up work would seek to understand if any improvements identified post intervention are sustained, with a particular focus on education, employment and offending outcomes. It would also make further recommendations on delivery, including how to build the infrastructure to ensure that fidelity and quality are maintained in the longer term.

YEF is committed to publishing the results of all evaluation reports, regardless of the findings.

### *Indicative research questions and outcomes of interest*

This project is primarily concerned with addressing the overarching question of: ***What impact, if any, does providing short-term paid employment over summer have on preventing violence among young people aged 16–24 in the UK?***

More specifically, we would ideally want to gain insight into the following questions (this list is not exhaustive):

#### Feasibility of implementation

- What are the features of the most promising programme design?
- What are the common features (core components) that each young person taking part in the programme must receive? What are the features we would be willing to vary?
- What is the programme theory of change?
- Can this programme be implemented with fidelity?
- What are the barriers and facilitators to successful implementation?
- Is it possible to recruit and retain sufficient young people and employers to the programme?
- How acceptable is the programme to young people, employers, and referral agencies?
- How suitable are the referrals?

#### Piloting for outcomes

- Is it possible to run a randomised control trial, powered to detect impact on offending?
- What are the short, medium and long-term outcomes what we can expect to the programme to achieve, based on the theory of change?
- What are the sources of data for these outcomes?
- Can these data be collected?
- Is there evidence of potential promise of the programme?

#### Testing for efficacy on individual-level outcomes

- What is the impact of the programme on reducing youth violence in the first 6 and 12 months after participation?
- What is the impact of the programme on improving wellbeing and education outcomes in the first 12 months of participation?
- What is the impact of the programme on longer-term employment outcomes?



## Timeline

If there are any updates to the timeline this will be provided when we invite shortlisted candidate to interview.

We encourage applicants to attend our informational workshop on the 6<sup>th</sup> of November 2023 where you can ask questions and meet other organisations. Please register for the workshop [here](#).

You may also submit questions to [grants@youthendowmentfund.org.uk](mailto:grants@youthendowmentfund.org.uk) up until the 20<sup>th</sup> November 2023. Please ensure you put 'Summer Jobs\_query' in the subject line of your email. We will return responses to all questions by the 24<sup>th</sup> November 2023.

<b>Evaluation timeline</b>	<b>By when?</b>
Call for proposals published	3 <sup>rd</sup> November 2023
Prospects workshop	6 <sup>th</sup> November 2023
Notify YEF of intention to submit proposal	10 <sup>th</sup> November 2023
Deadline for full proposals	1 <sup>st</sup> December 2023
Proposals scored and shortlisted	w/c 4 <sup>th</sup> December 2023
Interviews with shortlisted applicants	w/c 11 <sup>th</sup> December 2023
Delivery partner appointment	w/c 18 <sup>th</sup> December 2023
Pre-meets with delivery partner & evaluator	W/c 1 <sup>st</sup> January 2024
Co-design meetings & set up phase	w/c 8 <sup>th</sup> January 2024- May 2024
Delivery of the feasibility stage (delivering to c. 600 YP)	June 2024-December 2024
Delivery of pilot stage (if we proceed) (delivering to c. 600 YP)	January 2025-December 2025
Delivery of efficacy stage (if we proceed) (delivering to c. 1400 YP)	January 2026-June 2027
Long-term follow up of participants	January 2028-December 2028

## Budget

We estimate a total delivery cost of approximately £7m covering all phases of delivery across three-years to an estimated total of c.2600 young people.

In the first year of delivery (feasibility phase) we estimate delivering to c. 600 young people across multiple areas. In the second year of delivery (internal pilot phase) we estimate delivering to another c. 600 young people across multiple areas (with an additional c.600 young people recruited to be randomised to the control group). In the final year of delivery (efficacy phase) we estimate delivering to c. 1400 young people across multiple areas (with an additional c. 1400 young people recruited to be randomised to the control group).

Estimated delivery costs for year 1 and 2 of delivery is £1.5m each. Estimated delivery costs for the final year of delivery is £4m. We expect the estimated delivery costs to cover all aspects of delivery including wages.

Timing		Stage of work	Estimated delivery Cost
2023/4	Sep-Mar	Phase 1: Procurement, set up and training	£1, 500, 000
2024/5	Apr-May		
	Jun-Dec	Phase 2: Feasibility (Delivery to c.600 young people across multiple areas)	
Transition decision point to progress to pilot			
2024/5	Jan-Mar	Phase 3: Pilot (Delivery to c.600 additional young people)	£1, 500, 000 F
2025/6	Apr-Dec		
Transition decision point to progress to efficacy			
2025/6	Jan-Mar	Phase 4: Efficacy and long-term follow up (Delivery to an additional c.1,400 young people)	£4, 000, 000
2026/7	Apr-Mar		
2027/8	Apr-Jan		



## Delivery Partner Scope

The design and successful implementation of the scheme (including employer and young person recruitment) will be the responsibility of the delivery partner. The delivery partner will be paired with an independent evaluator (commissioned by the YEF) who will be responsible for evaluating the programme.

Successful applicants will be supported through both the preparation and implementation phases of the scheme by the YEF appointed evaluator during a codesign period.

### *Finding out what works*

Being a YEF delivery partner is a big commitment. It's important that you're aware of what we'll need from you to make the partnership work for everyone. If your application is successful, your assigned evaluator will work with you to co-design the best possible evaluation to find out if, how and why the Summer Jobs Programme works to reduce youth violence (and its impact on other relevant outcomes). We'll be working as a team to ensure that you're supported throughout the evaluation process. To find out more about the process you can watch this video explaining [our approach to evaluation](#) and read through our [guidance](#) explaining the relationship with the evaluator and your role and responsibilities.

To find out what we mean when we're talking about different types of evaluations, you can read our [guidance for evaluators](#). Early Intervention Foundation's [10 Steps for Evaluation Success](#) might be helpful too.

Please note that we don't expect successful applicants to have any technical expertise or knowledge of evaluation techniques. We only expect that you'll commit to the independent evaluation of the Summer Jobs Programme and work closely with the evaluator throughout the project, including set-up and design stage, delivery, data collection and reporting.

### *Co-design process*

The successful delivery team will be expected to be available for a series of intensive [co-design workshops](#) beginning immediately after they have been appointed.

These are likely to run from **January to May 2024**. The successful delivery team will be expected to be available to attend up to **three 3-4 hour, co-design workshops before the end of February 2024**. These will likely be in-person meetings. Additional (shorter) online meetings will continue as needed over March-May to finalise the programme and evaluation design. The successful delivery team will also need to liaise with providers and evaluators of the US programmes and be able to support (or lead) qualitative work with



(1) young people who would be potential service users, (2) commissioners and employers to facilitate the design of the programme and evaluation.

The purpose of co-design is for the delivery team and the appointed evaluator to work together to further refine and develop a clear, joint project and evaluation proposal to take to YEF's GEC for final approval.

Outputs from the codesign process will include:

- Final proposal form
- Detailed delivery plan
- Evaluation protocol including - ToC & LM – [templates & guidance](#)
- Project budget (including payment schedules) [template – guidance & video](#)
- Evaluation budget – [template](#)
- Joint Gantt Chart [template – guidance & video](#)
- Joint Risk Register [template – guidance & video](#)
- Project Blueprint & YP journey [template – guidance & video](#)
- Referral recruitment rate table

### *Eligibility criteria for applying*

At a minimum, applicants should meet the following criteria (either as a single organisation or as part of a consortium):

- Be able to deliver to c. 600 young people in the first year of delivery.
- Have experience of working with key local delivery agencies (pupil referral units, youth offending teams, local authorities etc).
- Have experience in engaging employers and employer networks at a national scale.
- Be willing and able to work with an independent evaluator who will assess the feasibility and impact of the scheme.
- Have experience working with and recruiting young people (either directly or through partnership work) at risk of being involved in violence.

For a complete list of eligibility criteria, please see part 1 of the proposal form.

### **Outcomes of interest**

For this funding round we are interested in exploring the impact of the Summer Jobs Programme on offending as the primary outcome. Secondary outcomes of interest will include impact on education, employment, and wellbeing.





## PART 2: APPLICATION GUIDANCE

### Application process

A delivery partner will be appointed by competitive tendering process. This will involve submission of a full proposal (including Gantt, budget, and risk register), followed by interviews for shortlisted applicants only.

#### *Check your eligibility*

Part 1 of the proposal form is an eligibility checklist. Before starting the application process, please check your eligibility for this funding round. The completed eligibility checklist should be submitted as part of the full proposal.

If you find that this funding round is not right for you, please [sign up to our newsletter](#) to look out for future opportunities with the Youth Endowment Fund that might be right for you.

#### *Proposals*

##### **Format**

Proposal forms should be downloaded [here](#) and completed in Word Format. It is critical that you adhere to the word limits provided. Alongside the proposal form, you should also submit a project Gantt, risk register, and budget (links to YEF templates included in the proposal form and [here](#)).

##### **Notify us of your intention to apply**

Please notify us at [grants@youthendowmentfund.org.uk](mailto:grants@youthendowmentfund.org.uk) of your intention to submit a proposal by **10<sup>th</sup> November 2023**. Please ensure the title in the subject line of your email is: **Summer Jobs\_ notification of intention to submit proposal**

##### **Deadline & submission**

The deadline for submitting proposals will be **5pm 1<sup>st</sup> December 2023**.

Submissions should include:

- Completed proposal form (including eligibility check)
- Completed project Gantt
- Completed project budget
- Completed risk register



Full proposals should be sent to [grants@youthendowmentfund.org.uk](mailto:grants@youthendowmentfund.org.uk). Please ensure the title in the subject line of your email is: **Summer Job\_Delivery Partner Proposal**

### *Partnership applications*

To ensure we deliver the best evidence about what works for children and young people, we require projects to reach a high number of children and young people. The YEF is interested in proposals from single delivery organisations and consortia with complementary expertise, and where the consortium can demonstrate that they will work well together to ensure the delivery is well-integrated.

It's key that partnership projects have a lead organisation and work as one entity. The lead delivery partner will act as the YFE point of contact and overall project manager.

### *Our commitment to equality*

Children and young people from marginalised backgrounds – including Black and Asian children as well as young people and children who've been in care – are significantly overrepresented in the youth justice system. If we truly are going to make a difference, we need to make sure that our funding is used in a way that reaches and represents the children we are here to serve.

We're particularly interested in receiving proposals from organisations that are either led by leaders from Black, Asian or other minority backgrounds, and/or whose work has a particular focus on ultimately benefitting young people from Black, Asian and other minority backgrounds through their own work or through their partnerships with other relevant organisations and agencies (e.g., consortium members, employers).

## **How we'll assess your application**

We'll have a team of assessors who'll review your proposal and score it based on the criteria in Appendix 1. We'll use these scores to shortlist applicants and invite only shortlisted applicants to interview w/c 11<sup>th</sup> December.

It will help us to assess your application if you provide explanation and rationale for the suggestions you've made in your proposed approach. For example, if you propose a wage amount that is below or exceeds the national minimum wage, we would like to understand why.



## Data and privacy

If you want to know how we store and use the data in your form, you can read our [data privacy policy](#). If you want to learn more about data sharing between grantees and evaluators, you can read [the guidance on our secure data archive](#).

## Get in touch

If you have any further questions, please get in touch. Email [grants@youthendowmentfund.org.uk](mailto:grants@youthendowmentfund.org.uk) specifying '**Summer Jobs\_query**' in the subject line of your email.

## **Appendix 1: Assessment Criteria**

### **1. Ability to deliver as planned**

We're asking ourselves three main things:

- Have you demonstrated an excellent understanding for what the set up and delivery of the Summer Jobs Programme will entail (including risks and mitigations), with a clear strategy of how your organisation will successfully deliver it.
- How likely it is you'll be able to deliver the Summer Jobs Programme in the given timeframe. To do this, we'll look at your previous experience, expertise, and existing networks with employers/employer networks and referral agencies and how you plan to use these to successfully promote and set up the scheme.
- Whether sufficient consideration has been given to the possible risks to set up and delivery of the Summer Jobs Programme, and whether mitigations proposed are adequate.

### **2. Ability to deliver at the required scale**

We're trying to assess whether you can work with enough children so that we can conduct a feasibility study in the first year of delivery, and a randomised control trial in the following years of delivery.

We need to launch the Summer Jobs Programme in June 2024 (delivering to c. 600 YP) and have recruited enough young people (and employers) to do so successfully. To do this we will consider your current scale of delivery and how likely it is you will be able to deliver at the scale needed for this project if you were successful in receiving this funding.

It is also important that we can assess whether it is likely that your proposed approach would be scalable beyond the lifetime of this project. A core part of YEF's strategy is scaling the projects that we find to work. This could be through expanding existing provision into new locations, for example. We will be considering whether your proposed approach is likely to be one that could be rolled out nationally if the findings from the randomised trial are positive.

### **3. Ability to engage the right type of children and young people**

We're trying to assess if the type of children and young people you're planning to work with are in most need of support. In the summer jobs programme, we will include young people aged 16-24 who are at risk of becoming involved in violence. Exact eligibility criteria will be proposed by the delivery partner and refined in the codesign process.

We're also trying to assess if you've got experience of reaching the type of children you're hoping to work with and if you've plausible, realistic, and bold methods for engaging and retaining them in the Summer Jobs Programme.

We know that some children and young people are over-represented in the youth justice system or struggle to access mainstream support services. We are particularly interested in organisations which can show that they successfully and appropriately support these young people. This includes children and young people from Black, Asian and other racially minoritized groups and children who've been in care, as well as young women.

### **4. Ability to successfully set up work opportunities that young people are interested in**

We are trying to assess if the type and range of work opportunities you are planning to offer will be interesting and engaging enough to successfully recruit and retain children and young people into the scheme.

To do this we will want to see that you have given sufficient thought to the type of employers you are looking to engage; the variety of work placements you are aiming to offer; and approach for addressing accessibility and acceptability issues.

We will want to see that you have a clear strategy in place for promoting the scheme amongst potential employers and successfully engaging them to sign up and make work placements available to young people with the appropriate support.

### **5. Ability to appropriately consider race, equity, diversity and inclusion issues relevant to this programme**

Children and young people from marginalised backgrounds (including children and young people from Black, Asian and other minority backgrounds, as well as young people and children who've been in care) are significantly overrepresented in the youth justice



system. At the same time, young people from Black, Asian and other minority backgrounds, are disproportionately likely to be underemployed.

We are trying to assess whether you have given adequate consideration how race equity, diversity and inclusion considerations will be embedded into the design of the programme.

To do this we will want to see that you have considered how you will ensure reaching children and young people from marginalized backgrounds and how these children and young people will continue to be supported during and after the programme.

Scoring	
0	Totally fails to meet the requirement - information not available
1	Meets some of the requirements with limited supporting information
2	Meets some of the requirements with reasonable explanation
3	Fully meets the requirements with detailed explanation and evidence
4	Exceeds the requirements with extensive explanation and evidence

## Appendix 2: Summer jobs programme evaluations

Table summarising existing evidence from evaluations of US based summer jobs programmes

Programme & Evaluation	Description of programme	Evaluation design <sup>8</sup>	Intervention (what is in the programme)		Control	Results of evaluation
			Employment (& no. in evaluation)	Additional support		
<a href="#">One Summer Chicago Plus</a>  <a href="#">Heller (2021)</a>	Provides 14-24s with summer employment (between 20 and 25 hours per week), in addition to personal development programming (25 hours per week). It serves 31,000 young people annually.	Randomised controlled trial	n=1,252 7 weeks of 25 hours' work per week, paid at \$8.25/h (less than minimum wage)	1 week of work readiness training	n=2,911 Programme oversubscribed, applicants randomised into intervention or control group	Participating in a scaled-up version of Chicago's One Summer Plus programme resulted in a decline in arrests.
			n=1,242 7 weeks of 20 hours' work per week, paid at \$8.25/h (less than minimum wage)	1 week of work readiness training; 5 hours/week Civic Leadership Foundation		

<sup>8</sup> Randomised controlled trial: a study design where individuals or groups of individuals are allocated at random to receive the programme being tested (in this case the summer jobs programme) or a non-treatment arm which commonly receives what would normally be offered (sometimes known as business as usual) which may be no specific intervention; Quasi-experimental design: a study which is not randomised, evidence from quasi-experimental studies is generally considered lower quality than evidence from randomised controlled trials.

				curriculum		
<b>Philadelphia WorkReady</b>  <a href="#">Heller (2021)</a>	Replica of Chicago scheme.	Randomised controlled trial	Three program models for 6-week programme, offered hourly wage (assigned based on age and experience): <ul style="list-style-type: none"> <li>• service learning to address a community problem</li> <li>• work experience with skill development and ongoing adult interaction</li> <li>• an internship that included professional development and less intensive adult mentoring</li> </ul> (n=1,786)	Professional development sessions (variation in focus, content and structure)	Programme oversubscribed, applicants randomised into intervention or control group (n=2,711)	Participating in a scaled up version of Chicago's One Summer Plus programme resulted in a decline in arrests.



<p><b><a href="#">New York City's Summer Youth Employment Program</a></b></p> <p><a href="#">Gelber, Isen, &amp; Kessler (2014)</a></p>	<p>The largest SYEP in the US: in 2021, 75,000 young people were enrolled across 14,500 work sites. The programme provides up to 6 weeks paid work and educational experience (paid at NY state minimum wage) to 14-24 year olds.</p>	<p>Quasi-experimental design exploiting random allocation</p>	<p>Paid summer employment up to 25 hours per week for up to 7 weeks between July and August</p> <p>Entry-level jobs, paid at NYS minimum wage – nearly half at summer camps or day care centres (n=164,977)</p>	<p>~17.5 hours of workshops on job readiness, career exploration, financial literacy and opportunities to continue education</p>	<p>Oversubscribed programme, applicants selected by lottery – unsuccessful applicants form control group (n=129,603)</p>	<p>Participating in the New York City Summer Youth Employment Programme reduced the probability of incarceration and mortality from “external causes,” including homicides, suicides, and accidents.</p>
<p><b><a href="#">Boston Summer Youth Programme</a></b></p> <p><a href="#">Modestino (2019)</a></p>	<p>Introduced in the early 1980s, it connects c.10,000 young people (aged 14-24) each summer with 900 local employers. Participants work a maximum of 25 hours per week for a six-week period from early July through mid-August and are paid the Massachusetts minimum wage. In addition, the programme provides 20 hours of job-readiness training.</p>	<p>Randomised controlled trial</p>	<p>6 weeks part-time job (max 25 hours per week) paid the Massachusetts minimum wage, in either a subsidised position (e.g., with a local nonprofit, community based organisation, or city agency) or a job with a private-sector employer where the employer pays the youth directly. (n=1,186)</p>	<p>20 hours of job-readiness training using a hands-on, competency-based work-readiness curriculum.</p>	<p>Oversubscribed programme, therefore simple random-assignment among applicants – unsuccessful form control group (n=3,049)</p>	<p>Participating in the Boston Summer Youth Programme was reduced violent crime and property crime arrests amongst programme participants (which was maintained up to 17 months after participation). Participants also showed significantly increased community engagement, social skills, job readiness, and future intentions to work (Modestino &amp; Paulsen, 2019).</p>



<a href="#">One Summer Chicago Plus</a>  <a href="#">Heller (2014)</a>	Provides 14-24s with summer employment (between 20 and 25 hours per week), in addition to personal development programming (25 hours per week). It serves 31,000 young people annually.	Randomised controlled trial	8 weeks of part time (25 hours/week) summer employment at Illinois minimum wage (\$8.25/hour)  Work in nonprofit and government jobs (e.g. summer camp counsellors, workers in a community garden, or office assistants for an alderman)	N/A	Oversubscribed programme, therefore simple random-assignment among applicants - unsuccessful form control group  (n=904)	Decreased violent crime for the treatment group by 43 percent over 16 months relative to the control group.
			8 weeks of paid 15 hours of work at Illinois minimum wage	10 hours of SEL weekly based on CBT principles		



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