

Organisation Name		Reference code
OMG Training & Development CIC		2022-11-YO34
Organisation Address		
4 Pinchin Street London E1 1SA UK		
Website Address		
<a href="https://www.omgeducation.co.uk/">https://www.omgeducation.co.uk/</a>		
Type of organisation? (tick all that apply and complete relevant details)		
Charity	Registered Charity Number	Date Registered
No		
Community Interest Company	Registered Companies House Number	Date Registered
Yes	14345941	2022
Social Enterprise	Social Enterprise Mark Awarded Yes/No	Date Awarded
No		
<b>Grant Summary</b>		
Employ an Outreach and Development Worker to extend our Ready Steady Work employability programme (currently 50 young offenders per/year), to support 100 additional young offenders, with minimum 88 entering employment/apprenticeship/traineeship or progressing into further education.		
<b>Please describe the needs that this project will address</b>		
<p>OMG is located in Tower Hamlets, a multicultural London borough, which is the 10th most deprived in the UK - London Councils' London Recovery Programme Overview ranks it as most deprived borough in London; it has 58% of 144 lower layer super output areas in the most deprived 20% England; and 39% live in poverty (Trust for London). The above data is borne out by our everyday experience at OMG. Our provision will address two key needs that we have identified via our engagement with young people caught up in the criminal justice system through our existing courses, estate outreach work, monthly youth advisory groups, questionnaires, youth forums on criminal justice, quarterly events and feedback sessions.</p> <p>NEED 1: lack of youth support</p> <p>After 12 years of cuts, OMG now operates Tower Hamlets' only youth hub. Our 4-storey building, staffed with lived experience mentors, has pool tables, PlayStations, music creation software, laptops and interactive classrooms, which attracts referrals from probation services across London, and continued engagement from young people.</p> <p>NEED 2: poverty and lack of access to good jobs and a lack of social capital in the black and Bangladeshi communities</p>		

There is poverty across both communities and those offending are primarily dealing drugs to provide and support their family. They are not intrinsically 'bad', and if they had the means to access a well-paid job, they would not resort to crime.

#### HOW WE WILL ADDRESS THESE NEEDS

With this funding, we will employ an additional Outreach & Development Worker enabling us to support an additional 100 young offenders on our 'Ready, Steady, Work' programme. Based on current success rates this means an additional 88 young offenders will enter an apprenticeship, traineeship or job, primarily in the music/creative sector.

Sensitive to cultural needs, our training and work placements with the likes of Sony, Warner Records and Certified Bangerz, and Sessions.com are attractive to the black community, while our business admin training leads to placements, internships and jobs with corporates like Telefonica that are more compatible with Bangladeshi community expectations.

Designed to develop the interpersonal and employability skills required to find employment, Ready Steady Work includes group sessions, 1:1 mentoring, personal social development workshops, accredited qualifications/sector-specific training (e.g. Level 1 Events Management, and Level 1 Business Admin), work placements and tasters with high-calibre employers that young offenders would not have the confidence or social capital to approach or engage with.

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

By funding an additional Outreach and Development Worker we can enrol an additional 100 young people caught up in the criminal justice system onto our Ready Steady Work programme. Based on current performance, we expect 100% to achieve minimum one of these outcomes:

- 45 complete a high-quality work placement with credible employers in the music or corporate sector e.g. Sony and Telefonica; we've designed these with our corporate partners and all placements include an in-work mentor and all completers will leave with a formal written reference
- 96 will have a new CV, developed during their mentoring sessions with our Outreach and Development Worker
- 96 complete minimum 6 weeks of mentoring and training, and complete with a final written document detailing their progress towards employment and readiness for their next step i.e. a traineeship, apprenticeship, job or further accredited training - shared with other agencies engaging the young person (e.g. probation)
- 33 will complete a level 1 qualification in business admin, music production or events management
- 25 progress onto higher level qualification e.g. moving from level 1 to level 2 business admin, of these 11 will move into a paid apprenticeship
- 22 will enter paid employment
- 41 will progress to a Traineeship
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#### **What are the key activities you will undertake with this funding?**

With this funding we will employ an Outreach and Development Worker to extend provision of our self-funded Ready Steady Work programme to an additional 100 young offenders.

Designed to help young offenders develop employability and personal social development skills for the workplace, Ready Steady Work provides individualised support tailored to young offender's needs and ambitions, including:

- accredited training including Level 1 qualifications in Business Admin, Music Production and/or Events Management
- work placements/tasters with attractive/high-calibre employers like Warner Brothers
- 'games with aims' that builds young offenders soft skills by stealth ?meaningful activities like rock-climbing and museum trips to build cultural awareness, confidence and teamwork/communication skills needed by employers

Through weekly mentoring, the Outreach and Development Worker builds rapport and develops the skills and personality traits that employers want, and that reduce the risk of reoffending, including self-esteem, professionalism (e.g. appropriate clothing) and timekeeping.

We monitor behaviour and progress on Ready Steady Work to evaluate if young offenders are ready for progression onto our longer programmes such as 15-week Traineeships that include academic subjects such as English and Maths, alongside longer-term work placements. Currently, 88% of Ready Steady Work participants progress directly onto a traineeship, apprenticeship, further education or employment.

#### **Who will be responsible for overseeing and delivering this work?**

Grant will fund:

- full-time Outreach and Development Worker (ODW) who will be responsible for delivering Ready Steady Work to 100 new young offenders over a 2 year period. Our ODWs have lived experience, minimum Level 2 in Youth Work. They deliver mentoring, group activities and community outreach to promote the project.
- ½ day a week administrator time

ODW will be supported by experienced management team, at no cost to project - this includes Marketing Manager, Curriculum Manager and Operations Manager. Enhanced-DBS-checked, our multilingual/multicultural staff have lived-experience of criminality, deprivation and/or social exclusion.

All have experience and understanding of the criminal justice system through delivery of a Through the Gate contract with HMP Feltham, and a Mayor's Office for Policing and Crime 'Meaningful Activities' programme in Newham.

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

OMG currently self-funds 50 young offenders on our Ready Steady Work through funds generated by our annual Give Back Concert - an urban music festival. The Triangle Trust grant will enable us to deliver Ready Steady Work to 100 more young offenders. To continue to support this number of young offenders, we will develop a body of evidence proving the project's efficacy (e.g. case studies, outcome data, evaluation and welcoming site visits from corporate CSR Managers and local/central government commissioners) and seek funding/sponsorship from our corporate partners including

JP Morgan, Nike and Telefonica and additional funds other foundations and local/central government including the Education and Skills Funding Agency, City of London Corporation and the Greater London Authority.

**What expertise and track record do you have to be able to deliver this work successfully?**

OMG supports 350 young people each year to gain accredited qualifications, desist from crime and find employment.

Formed in 2019, our track record includes:

Ready Steady Work (2020-present) Self-funded project, provides pre-support for young offenders to prepare for progression to traineeships, apprenticeships and work. Combines mentoring with personal social development activities and accredited qualifications. 50 young offenders at any one time, 88% progression rate.

Through the Gate (2020-present) Self-funded project in partnership with HMP Feltham, supported 28 young offenders into a positive outcome (commencing a qualification, or progression to Ready to Steady Work) on release.

Preventative NEET (2018-2019, £133,215): 159 at risk of NEET sustained in education against target of 131. 85% success rate.

Gang Prevention project (2020-present, £120,000) 68 young people involved with gangs. 85% retention rate. 55% desisted from crime. 80% achieved positive outcome e.g. reentering education.

Traineeships (£150k, 2018-present): 15 weeks mentoring+Work Placement+Level 1 music production/events management/business admin qualification +maths/English: 67% achievers on maths/English, 87% completion, 22% progression to paid apprenticeship/employment.

Future Talent (2019-2020, 18K): Young People engaged for 2 days of Personal Social Development activities. 42 workshop completers, with ongoing mentoring. 36 completed work experience. 14 progressed to traineeships, 23 progressed into further education, and 8 into Apprenticeships/work.

**Explain how the grant will be spent**

To support 100 young offenders to progress into employment/further education/traineeships/apprenticeships, we will spend £60,000 over 2 years on:

- 1 FTE Outreach and Development Worker (ODW) salary - £50,000
- 0.1 FTE Administrator salary - £3,800
- ODW travel (£14 per day travelcards x 200 days) - £2,800
- Zipcar hire for ODW to attend prisons, £15 p/h - £600
- Phone contract/sim card, £35 a month for 2 years - £840
- Laptop - £360
- Outward bounds days and visits - £1,000
- teaching resources (such as pens, paper, software licenses, games equipment and workbooks) and light snacks - £600

In addition, OMG will provide the following at our own cost:

- light snacks (over & above allocated amount above)

<ul style="list-style-type: none"> <li>- pool/PlayStations</li> <li>- crucial for maintaining engagement</li> <li>- overheads e.g. electricity</li> <li>- back-office/management team</li> <li>- marketing collateral</li> <li>-</li> </ul>	
<b>Will you be receiving funding from any other sources for this project?</b>	
No	
<b>Do all staff have enhanced Disclosure and Barring Service (DBS) checks? If no please state why.</b>	
Yes	
<b>Reason why not all staff have DBS checks.</b>	
<b>Total funding requested in this application (£10,000 to £60,000 with a maximum of £30,000 in one year)</b>	
£60,000	
<b>Proposed grant start date</b>	<b>Proposed grant duration in months</b>
01/04/2023	24
<b>How much funding is required each year?</b>	
<b>Year 1</b>	<b>Year 2</b>
£30,000	£30,000
<b>What was your organisation's expenditure in the most recent financial year?</b>	<b>What was your organisation's annual income in the most recent financial year?</b>
£443,929	£422,579
<b>What value of unrestricted reserves did your organisation have at the end of the most recent financial year?</b>	
£26,604	