

Launch Pad Project Evaluation

**SUPPORTING YOUNG PEOPLE INTO EMPLOYMENT
IN MEDWAY AND SWALE**



Contents

Introduction	5
Delivery Structure	7
Workshops and Activities	8
Stakeholder Feedback	14
Partnership Work	16
Participant Perspective	18
Hub Budget Spend	24
Employer Engagement	26
Case studies	28
Practitioner perspective	30
Data	32
Recommendations	34
Concluding comments	35
References	36
Appendices	36



“It has been like building an extended family. It’s the people. Coming into a room, where everyone supports you and is welcoming, it’s helped push me towards what I want to achieve.”

- Callum, 19 -

This report was written by AJD Solutions, a business offering freelance consultancy to organisations in the South East, specialising in the delivery of innovative community engagement projects, mentoring, coaching and focus group activity, as well as project research and evaluation.



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Thanks to the Young Voices group for representing the views of the wider group of participants in a clear and focussed fashion, as well as to the wider stakeholders who have played a role in the delivery of the Launch Pad project. Finally, thank you to the 27 young people who took part in focus group activity and gave their time generously to this report.

All photographs within the report show activity that took place during the project, including Party and Paint, ENGIE First Aid, Great Leaps Adventure and Creatabot's 'Unlimited'.

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Introduction

Launch Pad is a mentoring project, with the aim of progressing people aged 18-28 years from Swale and Medway into employment. It is a project firmly rooted in the notion that success can best be achieved through a partnership of delivery providers (the lead partner, The Prince's Trust, along with KATO and CXK), and of a wider network of stakeholders.

The Prince's Trust has been the organisation leading the project, in terms of coordinating the initial bid to National Lottery to fund the project, and in managing the partnership and wider stakeholder relationships. It has also held the remit for collection and analysis of all project data, as well as development of the Launch Pad Steering Group. The Steering Group has consisted of a wide range of local organisations, and has met bi-monthly to discuss the strategic aims of the project, and, in the case of Jobcentre

Plus, also offered direct input into delivery, in terms of Work Coach attendance at regular drop-in sessions that were held by the project.

Launch Pad Swale started delivery in the summer of 2018, whilst Launch Pad Medway held its launch event in March 2019. At the latter event, speakers from all three delivery partner agencies talked about their aims and objectives for the project, and took questions from the 30 or so people who attended, representing a broad cross-section of organisations and companies across Medway. Participants from Launch Pad Swale were also in attendance, and a number spoke at the event, while others took part in photography and videography of the launch.

The evaluation of Launch Pad has been done in two stages – an initial report produced in July 2019, which showed project activity very much from the participants' perspective; and a final report (this one) published in December 2019, which has focused more on the fuller range of project activity as well as a final look at outputs, outcomes and distance travelled to end of project targets.

Criteria for Success

Launch Pad has focused on two targets throughout the year of delivery, centred around:

- I. engaged numbers of participants and**
- II. outcomes for these participants.**

The engagement target focused on achieving 240 starts on the project, while the outcome target was set at 20% of participants entering employment by end of year. Outreach activity ceased on 21 August, and the last date for

referrals onto the project was a week later, giving a period of 8 months in which to achieve the target of engaged young people onto the project, whereas the target period for achieving outcomes stretched to the end of project.



“Launch Pad motivated me to become more motivated, if that makes sense. It was a gentle push in the right direction.”

Delivery Structure

Table 1: Project partners and delivery remit

DELIVERY	JOB TITLE	DELIVERY PROVIDER	REMIT	BASE
Mentoring	Specialist Mentor	CXK Ltd	To deliver 1:1 mentoring support to 18-28-year olds on a caseload basis	Phoenix House, Sittingbourne; Nucleus Arts, Chatham; WREC Youth Hub, Chatham; Sheppey Healthy Living Centre, Sheerness
Mentoring	Volunteer Mentor	The Prince's Trust	To deliver mentoring support to 18-28-year olds (typically, one mentor for one participant)	Phoenix House, Sittingbourne; Nucleus Arts, Chatham; WREC Youth Hub, Chatham; Sheppey Healthy Living Centre, Sheerness The wider community – cafes, for e.g.
Young Voices	Young Voices Lead	The Prince's Trust	To co-ordinate the Young Voices group, to elicit participants' views and suggestions at monthly meetings and to devise a series of group session interventions throughout the project	Phoenix House, Sittingbourne; WREC Youth Hub, Chatham; Sheppey Healthy Living Centre, Sheerness
Outreach	Operations Executive	The Prince's Trust	To manage all aspects of outreach activity and referrals into the project, including the recruitment of 18-28 -year olds to Launch Pad	Phoenix House, Sittingbourne; Nucleus Arts, Chatham, and WREC Youth Hub, Chatham; Sheppey Healthy Living Centre, Sheerness
Employer and training	Employer and Skills Lead (Employer and Skills Network)	KATO	To engage employers and training providers to offer a range of opportunities to all participants	Phoenix House, Sittingbourne; Nucleus Arts, Chatham; Sheppey Healthy Living Centre, Sheerness

Workshops and Activities

A highly impressive feature of Launch Pad has been the wide range of the project offer. This has included workshops and social networking events delivered by Launch Pad staff, as well as workshops that have been delivered by external organisations on a commissioned basis.

This section will highlight a selected number of these, delivered by commissioned external organisations, offering tailored activities to the young people, as well as by the Launch Pad project team themselves. Table 2, later in this report, will summarise the budget spend on all externally commissioned activity, between July-Dec 2019.

Great Leaps Adventure CiC

Over the summer of 2019, two separate 2-day activities, called 'Employability in the Woods' were delivered to 16 participants on the Launch Pad project who lived in Medway and Swale. This involved a collaboration with Great Leaps Adventure CiC.

Great Leaps Adventure's mission is to inspire, develop and deliver innovative and educational experiences, to support every individual's ambition in reaching their full potential. This is achieved through the offer of educational, mental health and employment experiences, using an outdoor setting, at Buckmore Park in Rochester.

The activity followed on from the Digital Detox day event that was delivered to practitioners on the project earlier in the summer. It was designed to enable both mentors and mentees to focus on confidence, communication and personal wellbeing indicators; team building activities such as building a woodfire; as well as the gaining of practical skills such as wood carving and cooking.

A meeting was held with the Great Leaps Adventure Team in September 2019 to review the outcomes of the sessions and to gain the feedback from the delivery staff, and from the young people who took part.

The major takeaway gained from this meeting, was a sense of how the venue and the activity, as well as the empathetic delivery style used by the staff, enabled the young people to take part in something that was in sharp contrast to their day to day experience of living in an urban environment. The staff spoke of how they noticed a rapid change in the young people's body language, and how they were communicating with them, and with each other.

The staff also made a very pertinent observation that by having project staff there for each day, and stay for the duration, the groundwork was laid for a better understanding of the mentoring relationship to be gained – that a shared outdoor experience had been entered into, one that both parties could reflect on after, thus building a greater degree of trust between both mentor and mentee.

Great Leaps Adventure spoke very highly of the support given by all the project delivery partners both before and during each activity, and



commented that pre-activity communication was excellent, and that all practitioners who attended the activity with the young people took part in a very enthusiastic and supportive fashion.

Feedback was gained from 12 of the 16 young people who took part in both activities. A higher return of user information was gained at the second activity, when Great Leaps requested feedback to be inputted directly onto an iPad before everyone went home.

The feedback highlights some excellent outcomes, and some powerful quotes from the young people too.

75% of attendees rated the activity as Excellent, with 25% rating it as Good, whilst 92% agreed that attendance on the Great Leaps Adventure activity had helped them on their employment journey. 83% of young people rated the venue as Excellent, while 100% said that they would recommend this, or a similar kind of outdoor activity, to other young people in their situation.

"The activity has given me time to stop and reflect and to consider my future properly."

"I have learned that there is a way around anything and that nothing is a barrier."

"It has boosted my confidence and given me the chance to talk to people who are also in my situation."

"It taught me about teamwork and how to communicate within a team."

"It has helped to give me space for real conversations and relationships to build."

The 4 days were costed at a total of £2,600, equating to £162.50 per young person who attended. This paid for the venue, three highly experienced members of the Great Leaps Adventure team, as well as all food, material for wood carving, and additional resources.

Judging from the feedback gained above, as well as from the verbal feedback gained at the Focus Groups from some of the beneficiaries, the Launch Pad project team were right to identify and pursue this impactful, innovative activity, and the outcomes – increased confidence; better communication skills; and a greater understanding of personal strengths and weaknesses – carry potential to move the young people further towards their life and employment goals.

Dom Education Group

In August 2019, three 3-hour sessions of money management were delivered to a group of young people who lived, predominantly, in Medway. Dom Education Group (Domeg) are experts in delivering financial capability education in schools, colleges and communities across the South East, and the 'Money Matters' workshop was specifically designed for Launch Pad young people by Domeg's Training Consultant, Emma Byhurst.

A meeting was held with Emma on 20 September, to look at the outputs and outcomes from the three sessions, and to gain feedback from her and from the participants, to assess value for money and impact.

The main aims of the workshops were to improve financial capability in order to improve participants' ability to understand finance in relation to the world of work; as well as to teach elements of personal finance such as budgeting, effective saving, understanding credit, money and work (pay slips and National Insurance), and responsible borrowing.

Emma explained that a maximum number of 11 started out on the course, with this dropping to 8 for the remaining two sessions. A reason given for this was that the mentors primarily responsible for supporting and encouraging the young people to attend, were on annual leave for a period coinciding with the latter two sessions.

Each young person was asked to fill in a questionnaire at the start and finish of the programme, and these responses were captured by Domeg to form the basis of a 3-sided evaluation, shared with members of the Launch Pad management and evaluation team.

This evaluation showed that:

- 1. 75% of participants recorded a greater ability to be able to manage their finances in the future.
- 2. 100% of participants learned how to build positive money habits and how to budget effectively.
- 3. 100% of participants stated that they know how to improve their confidence and self-esteem.
- 4. 100% of participants gained a better idea of how to manage their banks accounts, credit rating, and saving options.

A range of quotes from participants is given below as further evidence of the positive impact the workshops had on those who attended

"Insightful and helpful. It helped me to understand debt and credit and I now understand how much it is to live on my own"

"I now know how to improve my self-esteem and confidence; I learnt what's good about debit cards and learnt about the financial aspects of self-employment"

"It was fun and interactive. I liked how informative it was. I learned about what insurances are and why we pay for them"

"It was a good session about the future and I learnt about bank accounts and housing budgets."

The three sessions (9 hours of learning in total) were costed at £1,500 – equating to a spend of £136 per participant. The venue used was one already being used by the project – Nucleus Arts – which provided for a very informal and safe environment, with lots of opportunity for breaks afforded by the courtyard area just outside the main training room.

Emma felt that all participants enjoyed the interactive and informal approach and responded well in all sessions, and suggested that the 1:1 time after each activity was helpful to offer tailored support. Feedback from mentors who referred young people on their caseloads supported these views.

Judging from the 3-page evaluation report completed by Domeg, and from the feedback given by Emma, by mentors, and by young people, this activity is an excellent example of project funds being spent in a cost-effective, streamlined way, to gain great outcomes for the young people who took part.

Treasure Trail, Canterbury

A highly successful piece of partnership work took place across two days, on 5 and 12 September, and which involved all delivery partners, Young Voices members (called Launch Pad Ambassadors in the interim report before a rebrand) and other young people.

The idea grew from conversations Nikki Tutt (Specialist Mentor, CXK) and Claire Marshall (Employer and Skills Lead, KATO) had entered into with project participants. They pitched the idea to young people who were accessing the weekly 'Social Club' round of activities, which encouraged all participants to meet with other young people on the project, to share experiences, make new friendships, and take part in project activity.

The initial conversations centred on the idea of having an activity based around travelling and exploring an unfamiliar part of Kent, in order to support young people to broaden their horizons; to become more confident outside of their immediate geographical location; and to gain skills and experience in train travel. The idea initiated after one participant approached her mentor to explain that, although pleased to have secured a new job, the idea of travelling to it, and of being in an unfamiliar location, filled her with anxiety.

Nikki and Claire decided to develop an activity that would involve a 'treasure trail' around the city of Canterbury. The young people would meet the week before to discuss and plan the travel arrangements, and to explore what they wanted to gain from the activity, and then, a week later, would take part in the activity. David Senga-Lubendo (Young Voices Lead, The Prince's Trust) and Anya Marshall (Operations Executive, The Prince's Trust) also supported the

activity, by promoting it widely, attending the treasure trail activity and, in David's case, supporting the Young Voices group to take part.

The activity formed the basis of a conversation with Nikki Tutt, as well as with the 14 young people who participated, in Canterbury on 12 September, after much of the activity had been completed, and while lunch was being had in a local park. Nikki explained that the main things she had been pleased about were how such a large, eclectic group of participants had got involved on the day, had mixed well, showed high levels of enthusiasm and teamwork, and had shown the ability to support one another to succeed at the task in hand.

The group themselves spoke openly about the teamwork skills they had learned; about the positive attitude they had gained through meeting new people and taking part in an activity that involved physical exertion; how they had gained greater levels of confidence in using public transport; and – for one section of the group in particular – how they had enjoyed being in a new area, and being out of their familiar environment (Medway) for the day.

The overall feel of the activity was clear to grasp – the young people were interacting positively with other young people, as well as with the three practitioners who were involved on the day, and their views on the activity were full of enthusiasm and positivity. All three delivery partners worked very well together to pull this low cost (the 'Treasure Trail' app used for the event cost £7), high impact, and fun activity, which undoubtedly helped a number of participants feel more able to look for opportunities outside of their usual and immediate environment.



Knife Angel, Rochester Cathedral

Nikki Tutt, (Specialist Mentor, CXK), and David Senga-Lubendo (Young Voices Lead, The Prince's Trust) delivered an important and thought-provoking session to 10 young people in September 2019.

A sculpture known as The Knife Angel, described as a national monument against violence and aggression, was at the Rochester Cathedral gardens in Rochester throughout September. This was the first time the sculpture had been installed in the South East, after moving around the country, in the hope of adding to the conversation around knife crime. The eight-metre sculpture took two years to make, and was a collaboration between artist Alfie Bradley and the British Ironwork Centre. More than 100,000 surrendered and confiscated knives were supplied by 43 police forces across the UK, including Kent, in the hope this would help to reveal the scale of the problem.

Alongside being able to visit the sculpture, Rochester Cathedral organised an exhibition and free sessions with local schools to encourage children and young people to think about the dangers of carrying a knife. The Office for National Statistics data, which is built on statistics from the Home Office, reveals that the rate of killings over the past 10 years has risen fastest among young men aged between 16 and 24, with this group recording the highest number of victims (1). It therefore seemed a very valid and valuable topic for discussion amongst Launch Pad participants, given that this age group is the one most likely to use a knife in a crime, as well as have a knife used against them.

The part of the visit that carried most weight was the post-visit group conversation which took place in Rochester Castle's moat gardens immediately after. Initially facilitated by Nikki and David, it became clear that the young people themselves quickly felt confident enough to seize the agenda.

The practitioners deserve great credit for recognising this very speedily, and what followed was a fascinating debate, led by the young people themselves (with one young person taking on the role of lead facilitator) which enabled the group to discuss knife crime, violence in general, anxiety, loss, and grief. Each member of the group became involved – some animatedly, but everyone in a respectful, considered fashion.

This discussion continued for well over an hour, and it was clear to see how the group had become a peer-led, democratic mechanism for mutual support, which was already forming views on how to keep the group formed post-project. Ideas were also shared by the



ENGIE First Aid

group regarding ways in which project budget spend could be best used to enable further learning opportunities for all participants of Launch Pad, along similar lines to the activities delivered by Domeg and Great Leaps, detailed earlier in this section.

The whole intervention was a very powerful one to witness, and led to the conclusion that these young people, supportive and encouraging to one another, have been assisted by project staff to form a highly effective and much valued peer-led support mechanism – a very important project outcome for all involved.

One further event that needs a highlight was delivered by ENGIE, a leading provider of regeneration services, committed to investing in the local community. 16 young people attended two separate accredited training courses: a L3 Award Paediatric First Aid course, and a L1 Health and Safety in a Construction Environment event.

In addition to offering this training exclusively, and at no cost, to the Launch Pad project, ENGIE also provided financial support so that young people could apply for their CSCS Health and Safety test. This generous offer, allied to the engaging delivery style of the trainers, enabled Launch Pad participants to develop skills and gain qualifications to support their progression to relevant employment. This activity serves as a further illustration of how the Launch Pad team were quick to source free training events and activities, such as this one and the visit to the Knife Angel, alongside paid commissioned services and activities.



'Unlimited' - awareness of employment environment through improvised sessions with an actor

Stakeholder feedback

Several meetings were held with stakeholders over the course of Autumn 2019, to ascertain the importance the project has had on external providers, as well as the impact it has had on their beneficiaries. A selection of comments from four stakeholders follows:

“Launch Pad has provided an employability-based offer to the young people on our project (Be Yourself). We have been able to support our young people with the social side of things, while Launch Pad has worked in parallel with us to offer expertise such as extensive employer links, mentoring support - two things that Be Yourself has very much valued.”

“I have referred 15 young people to Launch Pad and three-quarters of these engaged fully. Several have taken up training opportunities delivered by Launch Pad, such as the recent paediatric course, and received mentoring support, while being able to attend our sessions at the same time. It has enriched the experience of our young people.”

“We have also been able to support Launch Pad through providing mentors to the young people, many of whom have been young adults too. The new connections and experiences gained by mentors and mentees through these experiences will be very much missed.”

Helen Elstone, Youth Development Worker
Be Yourself, Medway Youth Service

“It is clear from conversations with I have held with Work Coaches in Chatham JCP, and with Youth Workers on the Be Yourself programme, that Launch Pad will be greatly missed.”

“Work Coaches have, in general, positive responses from their claimants attending the Launch Pad project and there have been some great outcomes too. They have told me that Launch Pad has been a useful tool for moving the client forward towards employment and that engagement levels with mentors have been high. The referral processes have worked smoothly and efficiently; however, feedback on the progress of individual attendees could have been improved.”

Tracey Munton, Partnership Manager
*Department for Work and Pensions,
Chatham Jobcentre*

“Medway Voluntary Action (MVA) ran two sessions with Launch Pad young people in September 2019, with 9 attending the first, and 5 the second. The young people who participated were instrumental in guiding our approach to engaging with younger members of our community who might benefit from taking part in our befriending project.”

“So far, 3 Launch Pad young people have since registered for the training required to become community volunteers with our project, and, in turn, MVA has committed to provide these young people with ongoing support, once Launch Pad has ended its delivery. The impact the young people have had on our befriending project will now enable us to promote our service to others of a similar age – those who are often forgotten when the strategies around combatting loneliness are initially conceived.”

“We have hugely benefitted from partnering with Launch Pad, and with Claire Marshall (Employer and Skills Lead, ESN), who has attended all the sessions and supported the young people to great effect. They have developed an outreach strategy for the befriending service called ‘Reflection to Reality’, which is aimed primarily at local young people.”

“When Launch Pad stops its delivery at the end of the year, MVA will continue to support the young people, however the mentoring support currently received by them will no longer be there, and is something we are unable to replicate, and which, judging from the comments made by the young people to us, will be a big miss.”

Patricia Reilly, Befriending Programme Officer
Medway Voluntary Action (MVA)

“Launch Pad was a massive help to us as we have a particular journey for our younger claimants to follow which is focused on training courses, mentoring and relevant training provision.”

“A representative of Launch Pad (Anya Marshall, Operations Executive, The Prince's Trust) came into our office on a weekly basis, to discuss the project with candidates that we felt were suitable for referral to it.”

“Launch Pad was effective as a bespoke package, and could, to some extent, address the person's needs. It was not a case of one course fits all. I built up a relationship with Launch Pad team members which was highly valued by both parties, as we could, with claimants' permission, work as a team and give the right and detailed support.”

“As a Work Coach dealing with the younger age range, when Launch Pad comes to an end it will leave a big gap in the training provision market, and has made my job harder in terms of finding the right options for my claimants.”

Lisa Spells, Universal Credit Work Coach
*Department for Work and Pensions,
Chatham Jobcentre*

Partnership work

A meeting was held at the Healthy Living Centre in Sheerness in September, to allow practitioners to describe how the 3 delivery partners have worked together and engaged with participants to enrich the project offer.

This meeting took account of the views of Amy Dennison (Employer and Skills Lead, ESN, KATO), Anna Glascott (Operations Executive, The Prince's Trust), and Craig Bolton (Specialist Mentor, CXK), and was led by Andrew Dennis (Launch Pad Evaluation Lead, AJD Solutions). The meeting covered themes such as partnership work, promotion of the project to stakeholders; activities that have supported young people; and lessons learned, a summarised version of which is presented here.

Andrew: Why the Healthy Living Centre? What has worked well about this venue?

Amy: We chose the venue because it was more accessible than previous venues, which were a little too formal for our young peoples' needs. The Healthy Living Centre offered us a much more informal setting, as well as a large, sunny room (Abbey Room) upstairs, complete with sea view, which I think added to the nice feel.

Andrew: What, specifically, has taken place that you feel has benefitted the young people on the project?

Amy: For me, it has been about getting them together as a group. The texting each other, the self and group motivation that has resulted, the positive reinforcement they give each other each week, and the celebrating of successes together – the fact that a supportive peer group has been able to flourish, that's the main success for me.

Anna: Allowing people to fail or feel uncertain and still give them the opportunity this week or next to come back and try again. Self-belief has been key.

Amy: Giving them a space to be honest about their missteps and failings. A good example – the young person who answered her phone during a job interview. She opened up to us about this, rather than hiding it, because she knew we would understand, and plan to make better decisions next time, rather than be disappointed.

Craig: Anna and Amy have developed a variety of activities and workshops that have really supported young people on my caseload. One in particular, who missed several interventions with me, attended a carnival event which they had planned, which made her feel welcomed back into the project - she has been much more focussed ever since.

Amy: The Meditation workshop worked well. Many of the group have pending court cases or other individual stresses and strains. The meditation session was about letting them de-stress, forget about things, and then after the session was over, looking at how to refocus and approach challenges in a more positive way.

Andrew: What sort of activity took place in the Abbey Room, beyond your immediate offer?

Anna: We had group sessions run by CXK introducing their 'Working Heads' employability scheme, giving Launch Pad young people the opportunity to create a short video of themselves which allowed them to showcase their personalities and skills to potential employers.

Craig: One of my young people benefitted hugely from this, and was able to see herself in a much more positive, marketable way after completing her video.

Amy: We have also had the National Careers Service, led by CXK, and some group work sessions led by Kiwi Communities, both of which have supported our young people to feel more confident and resilient when it comes to job seeking.

Andrew: Any others?

Amy: There is a cooking demonstration at the end of October – a catering company we sourced, called 'Where'd Ya Get That?', are coming in to give a demonstration on preparation of a range of healthy meals and encouraging the young people to participate in the cooking. We did this in response to the young people saying this is what they wanted. We followed their lead.

Anna: We're planning to visit Wildwood Trust later this year, where the young people will have the opportunity to come face to face with British wildlife in a part of Kent's beautiful ancient woodland. The premise behind this is to take the young people into a different setting to their everyday lives, to explore the dynamics behind team work, take a tour of the park and to have shared experiences of being outside and interacting with each other, and with Launch Pad staff.

Andrew: How has the partnership of delivery partners, and you in particular, worked together to deliver successful interventions for Launch Pad participants?

Amy: We've worked with one goal in mind throughout – to accentuate the social side of things just as much as the more functional, job search tasks. We created a group setting that was informal, open and welcoming, where young people could drop in and talk to us, as well as, crucially, to their peers, to help them better understand that the challenges and experiences they were dealing with were fully consistent with other participants' challenges and experiences.

Anna: We started off on the right footing, I think, by asking the group what they wanted to achieve from the activities and interventions we felt able to deliver. This put them in the driving seat straight away, and we were confident from the beginning that we were working to their agenda, not ours. We definitely got their 'buy-in' straight off.

Amy: We pushed people out of their comfort zone, but all the while working from the same page as one another, so that there was consistency of approach throughout – a consistent style, feel, and ethos to the delivery – so that if one of us happened to be away, it wouldn't impact on the young people to any great extent.

Anna: Little things like diary scheduling can be overlooked, and was something we gave consideration to. We believed it was important for ourselves, and

for the young people, to know from the outset what expectations were – who would be available on what day and for what was being delivered by whom. This enabled the young people to feel in control – they knew what was coming up, activity wise, and could pick and choose what they wished to access.

Amy: The social side of the project has been key in building up communication and decision-making skills, and confidence in making the next step. I don't think that this aspect of our partnership work here can be stressed too often. We all know of young people who wouldn't even speak at their first session, but who are now going off to job interviews, or attending an employability event, such as The Prince's Trust's upcoming programme, 'Get Into M&S'.

Craig: It has been a huge benefit to the project having a group that meets here regularly, where everyone feels supportive of each other. It has enabled many of the young people on my caseload to get involved in project activity, beyond the mentoring.

Andrew: What about links with external stakeholders? How have you been able to get them, and their beneficiaries, involved in the work going on here?

Amy: Jobcentre Plus have promoted the project really well. They have also referred many of the young people they work with too. The visibility factor has played a role too - having a place to send young jobseekers, a venue where they can attend regularly. Jobcentre Plus don't necessarily have the time or the structures in place to move forward those facing the biggest obstacles in their lives. At Launch Pad, we have a little more scope, and time, to think of innovative interventions.

Andrew: And finally, what lessons have you learned – for future delivery – that you would wish to share with stakeholders?

Amy: The strength of this partnership work, for me, is that we've completely left at the door the notion of who we work for. We have placed, for now, organisational standards and norms to one side - and looked at the delivery as a project approach on the Isle of Sheppey, looked at how we can work to the project ethos, in order to bring about meaningful change.

Anna: Agreed. Ultimately, we're all Launch Pad – and the things we want to deliver, they all need to have that 'Launch Pad feel', so that it is embedded right through across all interventions.

Participant perspective

Focus Groups

Three focus group activities were held between September and October 2019, to ensure that the voice and views of as many young people in the project were heard.

The first focus group was held in Canterbury, the second in Chatham, and the third in Sittingbourne. The former two activities took the views of young people from Medway, whilst the latter recorded the views of Swale young people. 23 young people attended in all.

Six questions were asked at each focus group, and a selection of the responses gained are presented in the remainder of this section.



How has having a mentor moved you forward in life?

"My mentor has opened new doorways, he's been a source of support, easy to talk to, and non-judgemental."

"My mentor acted like a confidence booster."

"She helped me get to grips with personal issues such as anxiety attacks."

"They brought the skills out of me that I'd never know I had, and certainly had never used."

"He helped me understand my strengths and weaknesses and was able to show me how to work on my weaknesses."

"My mentor had previously worked as a chemist for Shell and because I was interested in a science related role, this was very useful."

"She motivated me by using a lot of encouragement and also a lot of positive thinking approaches. Also, she was there for me to check in with and to gain reassurance from."

"My mentor helped me with my confidence, especially with regard to how to react to group discussion and team work activity. I believed in myself more thanks to her encouragement, and started to take on team lead roles for the group, which in turn allowed me to develop skills that were relevant to the work place."



How has being on Launch Pad helped moved you into, or closer to, an employed outcome?

"My mentor helped me to understand how to get my CV in order so that it properly met the job description."

"I now work in a café and I got this through Launch Pad helping me with interview skills prep – the project made me better aware of what things are appropriate to mention, and what aren't, during a job interview."

"The apprenticeship workshop I attended opened up things that I hadn't considered before. I feel much closer to getting a job now, because the project has opened my eyes up to different career paths."

"Launch Pad motivated me to become more motivated, if that makes sense. It was a gentle push in the right direction."

"I used the bursary and this really helped me move closer to my goal of being employed in the hair and beauty industry because it funded an eyebrow and cosmetics course for me."

"The bursary award paid for a new suit for me, it cost £80 from Matalan and I wouldn't have been able to afford this, I wore it for my job interview."

"The bursary paid for my DBS at work so this is valid now for 3 years and can be used for other employment too."

"It helped me understand about the different ways of discovering job vacancies. I hadn't realised that a large number of jobs are not on the internet, that they are advertised locally instead."

"It has given me new experiences to add to my CV, for example doing a photography shoot for the Medway Youth Awards was something I found out about through my connections on Launch Pad and was something I really enjoyed."

"It has helped me understand more about what I need to get into catering, by finding out about a 2-week course."

"My mentor has opened new doorways, he's been a source of support, easy to talk to, and non-judgemental."



How has the project in general supported you to move forward in life?

"It has really helped me, meeting with new people who are struggling with similar things to me. Sharing problems with one another through talking to each other at the WREC Youth Hub has really been beneficial – we have motivated each other."

"It's helped me accept myself."

"Going up to employers and asking about vacancies and job roles – this has given me greater levels of confidence in a variety of other settings too."

"Going on the Great Leaps Adventure programme cleared my mind. It was a very welcoming and supportive place. I felt renewed."

"It has given me the confidence to look at what's coming up next in my life in a more positive way. I'm starting the Team programme run by The Prince's Trust and I am really looking forward to this."

"It has given me the motivation I needed to get up out of bed, to get out of my room, out of the house."

"It paid for my travel to work experience at Cats Protection in Bredhurst. This needed to be a taxi as there isn't a train station there, I wouldn't have been able to afford this myself."



What aspects of the project could have worked better for you, and for other young people?

This question elicited no responses at all from the first, and best attended focus group (11 participants), and so needed pushing a little at subsequent ones. But the impression arrived at was that, certainly for the young people in the focus group activities, there was little of substance to be aired – put simply, they liked the Launch Pad project, and found almost nothing lacking from its offer.

It might be argued that the young people most likely to attend focus group activity were perhaps the ones most likely have engaged most positively with the project in any case, but nevertheless, the fact remains that of the 23 young people who took part in these activities, only a small number could give a view as to how the project could have worked better for them, or, moreover, added to the overall experience. The responses that were gained, however, are given here.

“A form of online support would have been good – so I could ask questions when I needed the answers there and then.”

“A bit more on budgeting – it would have been good to gain experience of planning an event, such as we are with the celebration event, but to have more of a say in how to spend the budget.”

“Better marketing so that more people find out about the project. Maybe some info at the Jobcentre, or better use of Instagram or Facebook.”

“A link to Launch Pad on job search sites would be good for any future projects.”



What means of support – projects, organisations, or individuals – are you most likely to pursue once the project has ended?

This question was generally met with a lot of shaking heads and occasional mention of the support offered by Work Coaches at Jobcentre Plus. Repeated reference to the one to one support offered by a mentor was made, and how important this has been. It was clear that almost nobody within the focus groups had a clear view of who would offer them meaningful support after Launch Pad has ended. A small number of participants were due to start the latest Prince’s Trust Team programme in Sittingbourne.



What are you most going to miss about the support Launch Pad has given you?

“Being out and about, and being busy – it has given me a purpose”

“Friendships”

“The mentors”

“Everyone”

“The chance to try out new experiences”

“Each other”

“Learning new skills and becoming more confident”

“Having someone there for me and guiding me”

“Somebody to come back to and to run things past, and to reflect on progress with”

“The events that the project has put on. There is no other way I know how to find out about work related things except Launch Pad.”

“It helped me to understand info from the JobCentre and to talk to someone about my next steps.”



A word or phrase that sums up Launch Pad for you?

“It’s okay to be you”

“Building an extended family”

“Become a better you”

“Help make the change you need to make”

“We can share problems and fears”

“Like a beacon of light for us”

“When in doubt, launch it out – Launch Pad helped me with my doubts in life”

“People are there to build you up”

“Confidence boosting and knowledge”

“Build a better you.”

For some young people, the focus group was not the ideal format, either in terms of giving an individual a platform for expression, or simply due to other commitments getting in the way of attending, and so other methods of getting comment and feedback to the evaluation team were used.

“It has helped to give me space for real conversations and relationships to build.”

In one such case, a young person, Katie, emailed Claire Marshall, Launch Pad Employer and Skills Lead, with her feedback to pass on to the evaluation team. This is presented below in unedited form.

“My experience with Launch Pad began with me meeting Claire. From the second I was there Claire made me feel comfortable. It was fate that brought me to Launch Pad because Claire on that day during my meeting received an email about Future Coders and immediately said ‘I have just the thing for you it literally just came through on my email’”.

“At first, I was really worried because I had never done coding before but I had a little interview with Karen the owner of Future Coders and she made me feel extremely at ease and after that I learnt how to code and made friends with everyone there.”

“When I told Claire, we were having issues paying for the travel expenses she introduced me to Nikki my mentor. She was very understanding and helped us work out with Launch Pad a way to get some money back from all the petrol we were spending. At some point Launch Pad even helped me buy some new clothes because I kept turning up in holey clothes.”

“Everyone was really lovely and led to me meeting Karen who has asked me to return for a second time in order to help with her app. I am very thankful to Launch Pad and everything they have done for me. They gave me the confidence to work with new people and pursue something that I had not considered before.”


A second young person, Shaz, who had been supported by a Volunteer Mentor (Molly) before gaining employment with a charity called Diversity House in the summer, asked for more time to think about the focus group sessions and responded in written form a week or so after the third focus group. Her feedback is given below:

“Molly really helped me when it came to giving me advice when I didn’t get a successful interview. I will miss the individual support. She never judged me and was able to help me in other aspects of my life not just employment. She was really great at keeping me positive and worked with me through some personal issues. I never felt she was authoritative but that we were working together.”

“The project helped me with interview skills, I have had a lot of interview skills sessions but Amy (Employer and Skills

Lead, ESN) made it different. She spent a whole afternoon and spoke to me truthfully. It wasn’t the usual generic stuff I was always hearing it was tailored advice which I appreciated.”

“I think it would be good to have a peer mentorship programme. Maybe with a business person in the local area. Ultimately, I think one drawback was Launch Pad only being around 2 days a week or 3. It would be an idea to have it 5 days a week. Sometimes it was annoying to fit it around my other commitments.”



“Before being on Launch Pad, I was lacking direction. Confidence was very much in short supply. Socially, this project has worked wonders...”

Another young person, Callum, who lives in Sittingbourne, was in attendance at a job interview during the focus group held at Phoenix House on 30 October. Callum, nevertheless, was very keen to discuss his experiences of being on Launch Pad, and came in to meet with the Evaluation Lead later in the day. He started by explaining more about his job interview earlier in the day:

“The interview went well, I thought. I had prepared for it, with the support of Steve, my mentor, and also Molly, from the project. They had prepped me well beforehand and I had learned a great deal about the etiquette of applying for jobs and interviews.”

“The interview skills prep was especially useful as I was able to learn from my mistakes while practising, and to go back to my mentor on a 1:1 basis to talk about things in a direct fashion, without any distractions or noise or other people, to get valuable and useful feedback. I gained really helpful advice regarding positive language, posture, eye contact, dress, and email etiquette. All the knowledge I gained made me feel more professional, and I am sure that this came through in the interview.”

“Before being on Launch Pad, I was lacking direction. Confidence was very much in short supply. Socially, this project has worked wonders. I have actually felt like I fit in now, which I struggled with at school, and

the challenge of meeting new people, and socialising with them, such as has happened on Launch Pad, has been extremely helpful to me.”

“Meeting new people no longer holds the fear it once did and I’m sure this will be of great benefit once I start work. It has been like building an extended family. It’s the people. Coming into a room, where everyone supports you and is welcoming, it’s helped push me towards what I want to achieve.”

During the interview, Callum took a call on his phone – he has already told me that he might have to answer if the employer who had interviewed him earlier called him. It was clear from listening to his side of the conversation that he had been successful, and after discussing the project for a little while longer, he went to tell his news to the Launch Pad team, who were in another room having their Operations Meeting, thus receiving immediate validation of his achievement.

Finally, Isobella, a young person who worked alongside Molly (Operations Executive, The Prince’s Trust) and Nikki (Specialist Mentor, CXK) had the following to say about her experiences on the project:

“The money course run by Domeg really taught me how to save money and make it last longer, about credit and credit scores, and about self-employment. Nikki and Molly have been a really good support network for me.”

“I don’t feel I could have completed the Marks and Spencer ‘Get into Retail’ course without the support of these people. Launch Pad has allowed me to gain the opportunities to things that wouldn’t have come along if I hadn’t signed up.”

The 23 young people who gave feedback throughout the focus group process, as well as the 4 above who provided separate testimony, were highly engaged and offered great insight into the positive nature of their experiences on the project. It has been clear throughout, that the beneficiaries of this project have gained a great deal from their time on it.

Hub Budget Spend

A great range of activities were funded through Hub Budget finances and delivered by a number of highly skilled and trusted organisations, some of whom had collaborated with Launch Pad in its pilot year in 2018, and some of whom were newly commissioned.

These activities – a selection of which have been highlighted earlier in this report – provided ample scope and opportunity for participants on the project to gain a high number of new skills and knowledge needed to move them forward socially and with regard to their ability to gain employment. The following table details all of the activities that took part over the second half of the delivery year.



Table 2: Summary of commissioned activity funded by Hub Budget money July-Dec 2019

DELIVERY ORGANISATION	NAME OF ACTIVITY	OBJECTIVES	NO OF SESSIONS	COST	COST PER PARTICIPANT
Great Leaps Adventure CIC	Employability in the Woods	Team building, confident communication and outdoor living skills	4	£2,600.00	£163.00
Kiwi Communities CIC	Reducing conflict, finding solutions	Peer support, resilience and independence, self-analysis, and solution focused techniques	6	£1498.00	£125.00
DOM Education Group	Money Matters	Money management, budgeting and employment related financial awareness	3	£1500.00	£136.00
Party and Paint	Party and Paint	Creative skills, socialisation, mental health	1	£300.00	£33.00
Music Workshop Company	Music Workshop	Confident communication, instruction and team building skills	1	£450.00	£41.00
Creatabot	Unlimited	Awareness of employment environment through improvised sessions with an actor	4	£1,542.00	£308.00
Great Leaps Adventure CIC	Therapeutic Confidence Programme	Confidence and communication skills in an outdoor setting for young people with autism	2	£900.00	£225.00
Wildwood Trust	Wildwood Activity Day	Work experience taster, session, activity, and outdoor experience leading to improved awareness of self and team	1	£400.00	£66.00
Benjamin Film Photography	Young Voices Film Project	Legacy film made by young people highlighting project successes	3	£850.00	£71.00
River's Rodents and Reptiles	River's Rodents and Reptiles	Animal handling, confidence building and travel training	2	£200.00	£13.00
Total Spend			27	£10,240.00	

Employer Engagement

The Employer and Skills Network (ESN) has offered non-mentor support to participants on the project by working alongside mentors to offer employability skills, interview techniques, CV writing, extended work experience placements and also sourcing and sustaining employment and apprenticeship opportunities.

Several innovative activities for Launch Pad participants have been offered by the ESN team, such as an animal care work experience and training day; 'Cooking On A Budget' workshop; individual work experience opportunities with local councils and supporting the group to work alongside voluntary agencies such as Medway Voluntary Action to tackle social inclusion.

Around 100 work experience placements and training opportunities have been sourced for the benefit of project participants, by ESN, as well as by CXK and Prince's Trust mentors and staff. These figures highlight the wide range of work undertaken by the ESN team and their engagement with employers and training providers, as

well as the efforts they have put in to work in partnership with the mentors, in order to encourage the young people to make the most of these opportunities. Mentors have, in turn, made good use of bursary payments to facilitate a good number of these outcomes (see table 5 later in the report).

A great many platforms for participant and employer conversations have been provided, enabling young people to gain a better insight into different sectors and job roles. This has enabled participants to overcome barriers they may have previously experienced with regard to finding employment, as evidenced in focus group feedback, as well as in direct feedback from participants in one-to-one feedback sessions.

One such workshop that has had a positive impact on young people has been the 'Cooking on a Budget' activity, which is summarised in the section below.

Cooking on a Budget

A group of 6 Launch Pad participants took part in a Cooking on Budget workshop in late October 2019. The aim of the workshop was for the group to learn how to cook dishes using a limited budget and cooking resources.

Using only hot water, a microwave and a fridge, the group made a number of nutritious (and not so nutritious!) dishes, such as a 'Love your leftovers' lunch, (teaching the group how to avoid food waste and make their expenditure meet a limited budget); a Chicken & Mushroom Cobbler; Potato Boats and a White Chocolate Cheesecake.

The group learned how to put these dishes together using quick measuring techniques for the ingredients. Each participant was able to make their own dishes and were given recipe cards and costings to replicate the meals at home.

Claire from 'Where D'ya Get That!' made the session easy and accessible for all, supporting those in the group who struggled at first, and making sure everyone worked on their own individual dishes, as well as encouraging the group to try new things.

This session not only provided participants with the knowledge of how to cook on a budget, but also built confidence to try new skills, leading them to become more confident in their own abilities and proud of their achievements. All participants who took part really enjoyed the session and all said they would recommend it to others.

Katherine
Launch Pad Participant:

"This session built my confidence in the kitchen and also helped me to plan meals. It was great to learn new skills. I would like to learn more about cookery and I am currently looking at a possible career within catering. I am definitely making the cheesecake at home!"

Amy
Employer & Skills Network:

"This session not only provided the participants with the skills needed to cook on a budget. It was a great opportunity to enhance social as well as life skills. It is great to provide the building blocks to not only improve employability and career prospects but also to give the opportunity to learn new skills which will help in daily life."

A more detailed version of the above case study can be which can be read in detail on the following link <https://esnonline.org/cooking-on-a-budget/>.

Comments to the Evaluation Lead from the ESN management team made reference on two occasions to the employer engagement part of the offer being underutilised by young people. Feedback indicated that mentors were aware of the employer offer, and knew which employers were ready and waiting to offer and supervise an employer activity, such as a talk, visit or placement, but did not refer their young people to ESN to take up these opportunities as many times as could have been expected.

However, it is useful to note that focus group feedback, as well as 1:1 feedback, did not show that young people saw this as a weakness of the project – discussions about employer engagement were positive, especially in terms of the less formal, conversational input gained from various employer talks and workshops that were held. Feedback from young people did not suggest that more formal employer work placements were something they wished to prioritise, with a great deal of comment praising the skills and training offer that the project has delivered so thoroughly.

The emphasis on the skills and training part of the ESN project offer, at the expense of the less well-used employer offer, might well have been an unintended positive consequence of this lack of referral activity, and is something a future project might wish to consider when delivering to a similar remit. Further examples of ESN activity which supported one young person in particular, and his journey from unemployment to gaining work with a security firm, as well as an outdoors activity organised by the ESN team are included here as links to the ESN website.

<https://esnonline.org/connors-story/>
<https://esnonline.org/wildwood-challenge/>

Case studies

A number of case studies were sent to the Evaluation Lead for inclusion in this report, and the following four are presented in summarised form here, as they demonstrate the three key positives about Launch Pad – mentor support, personal and social development, and entry into a range of outcomes, both into employment and into education or training.

Lacey

Before joining Launch Pad, Lacey, 25, had never had a job due to anxiety and depression, factors which, when combined with the responsibilities she had at home as a young carer, had really been holding her back. Lacey's goals on joining Launch Pad were "to build up more confidence to overcome my anxiety and get into work".

After several meetings with her mentor, Lacey identified that she would like to gain part-time work close to home, and soon enough, Lacey and her mentor found opportunities for employment at the Royal Mail in their Strood warehouse, a role which ticked all of Lacey's boxes - it was a 10-minute walk from where she lived, it would keep her busy and there was a variety of shifts to choose from. Lacey attended a recruitment day at Chatham Job Centre where staff assisted her to make the application and a few days later she found out that she had been successful.

Lacey has told her mentor that she feels excited and nervous about starting her first job, commenting that "my friends and family say they are so proud, that I've come so far and done so well and it's made me realise how proud I should be of myself. It was great to know that I had someone to turn to and my mentor always put my mind at rest when I was panicking".

Lacey has also benefited from the close working relationship that the Launch Pad project has developed with the local Jobcentre Plus, with regard to concerns she had about her benefit entitlements. Lacey told her mentor that having the opportunity to discuss this took a "weight off my mind and reduced my anxiety about starting work. I was also able to buy appropriate work clothing through the bursary. I need to say a big thank you to Launch Pad for always being supportive because without it, this wouldn't have happened."

Lauren

Lauren, 25, is a confident and outgoing young person who moved to Chatham from London two years ago with her young son. She was referred to Launch Pad from the Jobcentre Plus to gain support with finding her dream job as a teaching assistant, a role she knew she would find fulfilling, while at the same time allowing her to spend more time with her son following her qualification. A lack of knowledge about how to access this career had been holding her back, but a 1-hour appointment with the National Careers Service, which was arranged by her Launch Pad mentor, was extremely helpful in clarifying her options.

Lauren soon enrolled in a Support Teaching and Learning Level 2 course, delivered by Medway Adult Education, is studying one day a week at college and spends two days a week on a placement with a Year 3 class at a local school. "I absolutely love it," she told her mentor, "already the difference I am making to the children is clear and the placement is in my son's school so it's really convenient for me too".

Financial support from Launch Pad enabled her to buy a laptop and an essential reading textbook for her studies. "This has been a lifesaver," she commented, "I can do research and work in the convenience of my own home while looking after my son. Having a mentor has helped me in many different ways and it's nice to know that you are not alone. It takes place in a no-pressure, chilled environment and it has been good for my mental health as well as giving me practical support in helping me in the journey towards being a teaching assistant".

Sophie

Sophie's main challenges on starting Launch Pad were mainly around confidence, especially fitting in, joining friendship groups, and overcoming fears around independent travel. Sophie took a big step early on in the project by signing up to becoming a member of the Young Voices group, and representing the needs and views of young people on the project by attending project meetings and activity groups.

Sophie has made a huge impact during her time with Young Voices, and was recently referred to the National Youth Advisory Board, a panel which gains the views and ideas of young people in order to steer the developmental work of The Prince's Trust.

She told her mentor that: "I have made more friends and become more confident around people, and have taken part in many different workshops, improving social skills as well as becoming more employable. I am now able to speak at project meetings – to propose new ideas to the members, and the feedback gained from this has been brilliant for me."

Sophie says about the project experience as a whole, that "it has been an incredible project and it has helped many people understand that we are not facing our problems alone. From the weekly meet-ups to the days out, it shows how much effort has been put into giving the young people a safe place to go to meet up and to see themselves in a more positive light, and being a part of Launch Pad is something that I will remember for years to come."

Her mentor commented that: "Sophie has brought a breath of fresh air to the project and has been able to offer support to other members of the group, and made so many people feel at ease when she has noticed that they have been struggling."

Callum

Callum, 20 and from Medway, was referred onto the project by the local Jobcentre Plus, and, although he expressed a desire to get into work, soon opened up about his main challenge, in conversation with his mentor, which was around motivation and being proactive. "My mentor," said Callum, "kept my mind set on finding some kind of work or direction. He massively helped, particularly at my worst points. When I wanted to beat myself up, he was encouraging and made me remember that I had a lot going for me which made me want to achieve more."

Callum told us that the mentoring he received from the project gave him structure, routine and emotional support too, even when it took a little while for Callum to figure out what he was interested in as a career. "There was no pressure to choose something immediately. He was on my side at all times and kept getting me to try new things."

Callum's confidence rapidly grew while on the project, and he soon started to feel more comfortable in looking for paid work, applying, successfully, for a seasonal position as a Product Adviser for PC World. His goal at the company is to give excellent customer service allied to a good range of product knowledge, and hopefully to gain an extension of his contract into the new year. "Launch Pad has done all it could have to help me," he commented. "When you enter and see familiar and friendly people there, it's like a helpful friend looking to advise you on how to live a better life. And what's best is, I've turned my hobby into a career!"

Practitioner perspective

What’s worked, what hasn’t?

A feedback session was held at the Operations Meeting on 30 October during which practitioners representing all aspects of delivery, (Specialist Mentors, Volunteer Mentors, Operations Executives, Employer and Skills Leads and representatives of the Young Voices group), were asked for their responses to four questions that sought to investigate what the strengths and weaknesses of the project were.

The questions put to the groups, which consisted of three groups of between 4-5 practitioners and Young Voice representatives, were:

- How is Launch Pad different to other projects worked on?
- What one thing has been your personal standout achievement on the project?
- What could have gone even better?
- Can you sum up Launch Pad in 3 words?

The session was facilitated by the Launch Pad Evaluation Lead, and a summary of the comments and observations given by the practitioner group is given in this section.



What has made Launch Pad different?

“Young people have had a voice and they have felt heard”

“Young Voices group have been involved and steer everything we do”

“It has been young people led”

“Young peoples’ voices are front and centre”

“The wide range of expertise and the networks formed”

“The activities and workshops – they’ve not just been employment related, they have been really unique”

“There has been an emphasis of ‘soft’ skills like confidence and social skills”

“The use of young person-friendly delivery space such as the WREC Youth Hub”

“Young people have been given time”

“Support has not been time restricted – young people have been able to join the project quickly”

“Passionate and dedicated staff”

“Mentors have listened and have offered different types of support”

“Access to mental health support”

“Using the bursary to remove barriers”



A personal achievement?

“Setting up the employability group in Sheerness”

“The strong relationships and high referral rates in Medway through outreach”

“Preparing young people for operational meetings to make sure their voices have been heard”

“Getting young people to talk about their mental health”

“Seeing young people take the steps to access the support they need”

“Offering personal insight to support individuals with matching experiences”

“As a manager, enabling staff to do what is right”

“The one to one mentoring sessions”



Potential improvements

“Working as one-unit right from the beginning”

“Greater young person involvement from all areas right from the beginning”

“More group, accredited training”

“More diverse referral routes – mostly from the Jobcentre Plus in Chatham”

“Knowing what we know now”

“Social groups booked and planned from the outset”

“Young Voices group established sooner”

“More volunteers”

“Activities to embed social skills right from the start”



Three words to describe Launch Pad

“Social, opportunity, time”

“Understanding, opportunity, equality”

“Unique, consistent, special”

“Flexible, partnership, expertise”

“Amazing, indispensable, reliable”

“Great, inspiring, life-changing”

“Tailored, individual, responsive”

“Organic, unique, rewarding”

“Motivating, innovative, inclusive”

The main things that stood out from this activity were the repeated references to the project being different, and the premium placed on listening and being led by the young people.

These two things go hand in hand. That the project took time to understand, and placed a value on the needs and voice of the beneficiaries, was crucial. It didn’t stand still and stay rooted to a preconceived notion of ‘what would work’. The practitioners didn’t think that they knew best.

By placing such a high degree of emphasis on the beneficiary need, through setting up a structured and inclusive body that allowed the young peoples’ voices to be heard, the project quickly moved itself into a position where it knew what it needed to implement and deliver in order to create meaningful change for the participants.

Once the Young Voices group had fully formed, which had happened towards the end of Spring, the project moved forward quickly and effectively, and the social activities, the training sessions and the planning meetings were able to flourish, meeting the needs of the beneficiaries in doing so.

Data

Extensive data relating to the number of participants referred to the project in 2019; the number who engaged with a mentor (including with which mentoring service); the age breakdown of all participants; and the number of employment outcomes attained in total by young people, is added to this report in the Appendix section, and will be alluded to here.

This section of the report will also contain summarised data in relation to the type of employment outcomes attained (sector based); the range of ‘other’ outcomes attained; and a summary of bursary spend on young people across the project.

The key takeaway from this project report is that Launch Pad comfortably exceeded its target of engaged young people, and also its percentage target of participants entering into employment. In total, 381 young people were referred to the project, of which 260 took up the offer and engaged meaningfully with Launch Pad activity (68% of those referred).

A higher number of young people from Medway engaged with the project in comparison with those from Swale. However, population information taken from the most recent national census estimations (taken at the midpoint between the last national census of 2011 and the next in 2021) indicate the population of Swale as being of 142,417(2), and the population of Medway as being of 274,00 (3), so this should be considered as an expected outcome.

A total of 120 of the 260 project participants entered into employment, a percentage figure of 46.15%, a huge leap from the percentage figure recorded in the initial report published in the summer, which stood at 25.53%.

The Prince’s Trust were able to move a highly impressive 55.3% of all their participants into employment, whilst CXK, whose mentors worked with those young people who were further away from the job market, also achieved a very strong performance, moving 36.71% into work.

Launch Pad aimed its service offer at young people aged between 18-28 years, and a quick look at the numbers of participants who fell into the differing age range groups is revealing. 52% of participants were within the 18-20 years age range, with only 48% covering the years between 21 and 28.

A total of 81% of participants were aged between 18-23 years, with only 19% within the 24-28 years bracket. It could be argued that this shows that future project delivery, based along the same lines as Launch Pad, becomes less effective, in terms of engagement, the older the participant base becomes. Launch Pad deserves great credit for opening up the offer to 28-year olds and for trying something new, and the age range data sets in the table in the appendix will serve future delivery providers well in terms of identifying participant groupings that future bids might wish to target.

Launch Pad has performed extremely strongly in relation to its outputs and outcomes and this leads this report to conclude that it has been an extremely successful project that has had a hugely beneficial impact on a great many of its participants.

Table 3: Type of employment outcomes attained (those with 3 or fewer number of outcomes not included)

Type of employment outcome	Number achieved
Retail	24
Warehouse/Storage	20
Construction	12
Care industry	11
Hospitality	9
Cleaning services	7
Admin/office	7
Catering	4
Security	4
I.T.	4

The figures in this table 3 hold few surprises, with all the usual favoured options represented. It is noteworthy, however, to see such a relatively small number of young people wishing to enter into the Security industry. Previous projects of a similar theme have found the Security sector to be a popular intended destination for young people. The data in this table certainly gives a clear indication of the industries that are currently in vogue in relation to youth employment preferences and is a useful project legacy for future delivery.

Table 4: ‘Other’ outcomes attained by participants

Type of ‘other’ outcome	Number achieved
Training (accredited and non-accredited)	476
Work experience placement	33
Volunteering	11
Higher Education course	5
Further Education course	7
A Level	1
Access Course	2
Traineeship	1
Total number of outcomes achieved	536

These figures demonstrate the wide range of ‘other’ outcomes attained by participants, reflecting that not all young people saw employment as a viable ‘one step’ jump, and that a number presumably saw other opportunities as providing them with the necessary experience needed to bolster and widen future employment chances. The number of young people entering Higher Education is a relatively high number, and is an indication of a great amount of work undertaken by both mentors and young people to have attained this type of outcome.

In addition to the stats above, 15 young people were offered, and attended 1:1 counselling session with the Geese Project, and 8 attended a mental health awareness workshop delivered by Relate.

Table 5: Bursary data

Rationale for spend	The Prince’s Trust	CXK Ltd	Total
Photo ID	16	4	20
DBS for work	1	1	2
Travel to interviews	6	7	13
Work clothing	9	8	17
Work equipment	0	1	1
Travel to work	7	9	16
Course equipment	7	0	7
Travel to course	3	17	20
Industry specific licenses	7	7	14
Course fees	8	4	12
Totals	64	58	122

This table shows that just under half of all participants accessed bursary support, removing barriers to accessing employment, training or education. This is a good figure to have attained, considering that reports into previous, similar mentoring projects, have noted a proportionally smaller percentage of participants accessing the lion’s share of awards in the past.

It is also good to see that the spread of young people accessing the bursary has been equitably spread between the two mentoring organisations, suggesting that mentors have been promoting the bursary as an offer open to all. These figures show that the bursary awards have been spent, and promoted, in a fair and sensible fashion, and the nature of the awards fit the purpose of the project well.

Recommendations for future delivery

This is the fifth evaluative report that has been published in the last two years that has examined a mentoring project that supports young people into employment, and which has focussed, primarily or in part, on Kent. Previous reports, completed by Chimera Consultancy and AJD Solutions, have all reached their own conclusions and recommendations for future delivery. The recommendations reached in these previous reports influence those listed below, in conjunction with the views given to this report by practitioners and participants, as well as the personal conclusions reached by the Launch Pad Evaluation Lead.

1. A social media campaign, using a single platform, should be used from Day 1 of any future project, carrying a simple message and consistent hashtag, which can be promoted by practitioners, participants, and all other stakeholders. A designated marketing role, possibly on an apprenticeship basis, should be considered. A single landing place for all young people, and for stakeholder agencies, to find out about the project and its offer would be a helpful development for future project delivery
2. Future projects should aim to have a pre-planned list of commissioned activities and 'in-house' events ready to be accessed from the start of the project, and which are aimed at all participants, rather than occurring towards the middle to later part of the project lifespan. A menu of activities delivered by commissioned organisations should be ramped up and offered to all from the first month.
3. More focussed interventions at mentor/mentee level to ensure that young people are more rapidly, and in greater numbers, given clear advice about opportunities to meet with employers, and/or experience a day of being immersed in employers' places of work. The Young Voices group could perhaps have had more input in finding out what was needed, in terms of employer engagement activities, from the wider group of young people.

Concluding comments

The key difference between Launch Pad, and similar mentoring projects that have gone before, has undoubtedly been the buy-in gained by participants in taking an interest in the offer and driving the project forward. This has been most evident in the following areas, where young people have been instrumental:

1. Steering the project at Young Voice, Operations, and Steering Group meetings;
2. Influencing the delivery and the suggested programme activities;
3. Supporting one another through formal and informal peer support mechanisms, (some of which have been highlighted in this report).

It has been very evident throughout the project, (and highlighted in both this report, and in the mid-term report released in the summer of 2019), that practitioners have stepped up efforts to ensure that young people felt valued, included, and validated throughout this project and that, in turn, the young people, in knowing this, have been able to take on the challenge of steering the project in very real and meaningful ways.

This is evidenced by the social groups, the breakfast events, the activities and the training sessions that have all been delivered with one thought in mind – meeting the needs of the young people – and have been facilitated in such a skilled and person-centred manner, that the participants have been able to take charge of the activity themselves, as evidenced most powerfully by the conversation held by the group directly after the visit to view the Knife Angel.

Feedback gained from the 50 participants, practitioners and stakeholder agencies in this report, evidences a project that is both highly valued and extremely effective. Participant responses during the focus groups have been wholly positive, with just a small number of suggested tweaks for future delivery, mainly around marketing and promotion.

The management structure has been simple and effective, with clear and consistent processes for dissemination of internal project information – for example, project headline data figures, and the project Activity Planner has been emailed every month, at the start of each month.

Project management style has been such as to give practitioners the confidence and opportunities to try new things without being fearful of the consequences of things not working out as expected. From observations taken at Operations Meetings, it is clear that a healthy and positive working environment has existed throughout.

Stakeholder feedback points to a project that will leave a gap in the local network of provision, and practitioner feedback demonstrates the wide range of skilled interventions that have taken place over the course of this year-long project, and the importance they have placed throughout on the voice of the young people being at the forefront of all they do.

At the time of writing, a film project is being undertaken entailing Launch Pad collaboration with Benjamin Film Photography. Ben Bowles, freelance professional photographer, has spent 3 sessions working with young people from Medway and Swale, capturing them being involved in activities such as a music workshop at Phoenix House, Sittingbourne, and a social club event at WREC Youth Hub, Chatham. Participants and practitioners have been interviewed as part of this film project, with camera work, direction and story-boarding being led by the young people themselves, with support from Ben.

The short film, which will highlight the successes and achievements of the Launch Pad project, will be premiered at the end of project celebration event, held at Mid Kent College on 11 Dec 2019. This film will provide a more accessible, digital legacy of the project than this report, and will be posted on the Prince's Trust's (Kent) Facebook page <https://www.facebook.com/PrincesTrustKent/>.

Take a look at the film when it is posted. It will serve as a testament to the outstanding accomplishments of the Launch Pad project, and of all those who have been involved in it.

References

(1) <https://inews.co.uk/news/uk/uk-knife-crime-statistics-stabbing-numbers-london-explained-87308>

(2) <https://www.swale.gov.uk/census/>

(3) <http://population.city/united-kingdom/medway/>

Appendices

1. Launch Pad Activity Planner (Nov 2019)

2. Project data



Party n Paint

Group Activity

NOVEMBER 2019

LAUNCHING 18 – 28
YEAR OLDS INTO WORK

‘Taking Charge and Letting Go’

FRIDAY 1ST NOVEMBER 2019
10.00AM – 4.00PM
HEART OF THE COMMUNITY (UPSTAIRS IN
CHATHAM PENTAGON CENTRE)

“Taking Charge and Letting Go” is a one-day workshop delivered by Rosie, a trained counsellor.

The workshop will cover the following topics:

LETTING GO:

- Letting go of anxiety
- Challenging unhelpful thoughts
- Accepting the uncertainties of life
- How to say goodbye (a useful topic for those finding it difficult to say goodbye to Launch Pad in December)

TAKING CHARGE:

- Understanding passive, aggressive and assertive behaviour
- How to increase confidence
- How to deal with conflict

‘Party n Paint’

WEDNESDAY 6TH NOVEMBER 2019
10.00AM – 3.00PM
PHOENIX HOUSE SITTINGBOURNE

Party n Paint sessions focus on team and confidence building through development of artwork. This is done with a canvas and acrylic paint and the attendees are guided in creating a masterpiece.

The team is made up of a resident artist who runs the session and a DJ who is usually from a DJ academy that works with the Party n Paint Team. The sessions are fun and full of energy with a focus on art being a creative outlet!

National Careers Service Appointments: Available: 14th November Provides information, advice and guidance to help you make decisions on learning, training and work. Email: NicolaTutt@cxk.org to book an appointment

LAUNCH PAD SUPPORT SESSIONS 10.00am – 12.00pm

Sittingbourne: Phoenix House: Tuesday & Wednesday
Medway: Nucleus Arts Café: Thursday
Sheerness: Healthy Living Centre: Thursday
Medway: HeArt in the Community: Friday

'Drumming and Percussion Workshop'

WEDNESDAY 13TH NOVEMBER 2019
10.00AM – 3.00PM
PHOENIX HOUSE SITTINGBOURNE

Come along and play African Drums and Latin American Instruments.

A custom designed music workshop which will build confidence, develop new skills and build a sense of achievement. The activity will use creative approaches to build resilience and self-awareness. This workshop supports the development of presentation and communication skills which encompass posture, public speaking, body language, breathing techniques, dealing with nerves and general presentation skills, which is helpful for interviews and talking to employers.

'River Rodents and Reptiles'

FRIDAY 15TH NOVEMBER 2019
1.00PM – 4.00PM
HEART OF THE COMMUNITY (UPSTAIRS IN CHATHAM PENTAGON CENTRE)

WEDNESDAY 20TH NOVEMBER 2019
1.00PM – 4.00PM
PHOENIX HOUSE SITTINGBOURNE

Join River and other Launch Pad participants and staff for one of our animal handling session with hands on live experience and fun educational facts. Supports sensory development, confidence building and is therapeutic. Animal handling can help with mental health such as depression, anxiety and stress. Have experiences with animals such as Blue Tongue Skink, Corn Snake, Tortoise, Rats and Guinea Pigs.

'Unlimited'

MVA – DRAGON COMMUNITY HUB 5A NEW ROAD AVENUE, CHATHAM ME4 6BB

TUESDAY 26TH NOVEMBER 2019
10.00AM – 5.00PM

WEDNESDAY 27TH NOVEMBER 2019
10.00AM – 1.00PM

FRIDAY 29TH NOVEMBER 2019
10.00AM – 1.00PM

Attend this full programme, watch work scenarios unfold and redirect them to be more positive. Gain a CPD certificate in equality and diversity and learn how to feel more confident in the work environment.

Through live actors and forum theatre, you will be supported to see workplace scenarios played out in front of you and have input into how you feel the situation could be improved. One of the sessions will include a professional development workshop which will look at equality, diversity and assertiveness.

The 'Unlimited' programme will support development in the following areas:

- Resilience building
- Preparation for challenging situations and environments
- Empowerment of participants to provide feedback to employers or places of education
- Increased knowledge about rights
- Acknowledgement of personal abilities and barriers that may prevent progression whilst discovering solutions to these barriers.
- Acknowledgement of health and wellbeing throughout and provide advice on how to still maintain independence and ownership over life.
- Real life experience in running a business, to include project management, hospitality, time management and handling of money.

LAUNCH PAD SUPPORT SESSIONS 10.00am – 12.00pm

Sittingbourne: Phoenix House: Tuesday & Wednesday

Sheerness: Healthy Living Centre: Thursday

Medway: Nucleus Arts Café: Thursday

Medway: HeArt in the Community: Friday

Social Activity & Development

DROP IN SESSIONS

LAUNCH
PAD

LAUNCHING 18 – 28
YEAR OLDS INTO WORK

'WREC Room Drop In Group Sessions'

Thursday 7th, 14th, 21st & 28th Nov. 2019

1.30pm-3.00pm – WREC Room
(Upstairs in Chatham Pentagon Centre)

7th – Celebration Event

Celebrating those who completed First Aid and Health and Safety Training provided by Engie

14th – Meditation Session

21st – Mannequin Challenge

Participants will hit the High Street charity shops with a budget to purchase the perfect outfit for an interview

Lesley Sage attending from JCP – If you have something you would like to chat about with Lesley email David.Senga.Lubendo@princes-trust.org.uk & he will book you book you in

28th – Inspirational Talk with Roy Smith - Youth Service Operations Manager at Medway Council

'HeArt of the Community Snapshot Sessions'

Fri 8th & 15th November 2019

10.30am-11.45am

HeArt of the Community (Upstairs in Chatham Pentagon Centre)

8th – 'What are the skills I need for the sector I choose & making a lasting POSTIVE impression'

Snapshot session showcasing 'ESN online' work experience sector tiles tool & What does an employer really expect at interview and as an employee?

15th – 'Let's be realistic'

So, you've been offered a job, what you need to financially consider before you start employment. Snapshot session covering the reality of your finances. (This will not be a 1-2-1 session; individual budgeting support can be arranged)

Sittingbourne Drop In Group Sessions'

Wed. 6th, 13th, 20th, & 27th Nov. 2019

11.00am-12.00pm
Phoenix House Sittingbourne

6th – Party and Paint workshop (see above)

13th – Music workshop (see above)

20th – You are the interviewer

Seeing things from a different perspective!

27th – Best version of you

How to present the best version of you.

'Sheerness Drop In Group Sessions'

Thursday 7th, 14th, 21st & 28th Nov. 2019

10.00am – 11.00am

Sheerness Healthy Living Centre

7th – CVs

Including work experience and experience days.

14th – Team challenge

Each group will have a budget to work as a team to purchase an interview outfit from the high street. They will have to budget their money and consider their choices carefully.

21st – Inspiring conversations

Informal conversation with an employer

28th – Telephone techniques

- How to make a speculative call
- How to answer a phone call
- General telephone etiquette

Participants Referred For LP

381 YP Referred to LP
260 YP Took up the offer & engaged in LP Support
68.24% of all referrals signed on to programme

Referrals	2019	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Total
Medway	Volunteer	5	17	15	10	8	5	7	17	84
	Specialist	6	13	9	11	12	7	31	12	101
	Other	0	0	9	10	4	13	2	0	38
	TOTAL	11	30	33	31	24	25	40	29	223
Sheerness	Volunteer	5	3	6	4	9	1	1	0	29
	Specialist	6	4	1	5	6	2	0	1	25
	Other	0	0	1	0	3	0	0	0	4
	TOTAL	11	7	8	9	18	3	1	1	58
Sittingbourne	Volunteer	2	6	7	10	7	8	10	8	58
	Specialist	5	5	3	3	1	5	7	2	31
	Other	0	0	0	0	2	6	1	2	11
	TOTAL	7	11	10	13	10	19	18	12	100
TOTAL	Volunteer	12	26	28	24	24	14	18	25	171
	Specialist	17	22	13	19	19	14	38	15	157
	Other	0	0	10	10	9	19	3	2	53
	TOTAL	29	48	51	53	52	47	59	42	381

Age Of Participants

2019	18	19	20	21	22	23	24	25	26	27	28	Total
Volunteer	29	23	25	16	8	9	7	7	3	4	1	132
Specialist	7	29	23	16	15	10	10	7	4	6	1	128
TOTAL	36	52	48	32	23	19	17	14	7	10	2	260
Percentage of total supported:	13.84%	20%	18.46%	12.30%	8.84%	7.30%	6.53%	5.38%	2.69%	3.84%	0.76%	

LAUNCH PAD SWALE AND MEDWAY 2019 Young People Numbers

KPI: 200-300 YP 2019
Target: PT: 120 CXK: 120 TOTAL: 240 YP

PT	2019	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Whole Year	To end Oct
Medway	Forecast	2	10	10	10	10	10	10	0	0	0	0	0	57	12
	Actual	2	7	11	8	10	7	10	13	1	0	0	0	69	69
	Variance	0	2	1	-2	0	-3	0	13	1	0	0	0	28	20
	Forecast	2	2	4	5	5	5	5	0	0	0	0	0	20	-8
Sheerness	Actual	2	1	3	3	4	6	1	0	0	0	0	0	35	8
	Variance	0	-1	-1	-2	-1	1	-4	0	0	0	0	0	120	132
	Forecast	4	4	7	5	5	5	5	0	0	0	0	0	43	43
	Variance	-3	-2	-3	3	0	0	6	7	0	0	0	0	120	12
TOTAL	Forecast	8	11	21	20	20	20	20	0	0	0	0	0	120	12
	Actual	5	10	18	19	19	18	22	20	1	0	0	0	132	132
	Variance	-3	-1	-3	-1	-1	-2	2	20	1	0	0	0	120	12
	Forecast	12	12	12	12	12	12	12	12	12	12	12	12	120	120

CXK	2019	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Whole Year	To end Oct
Medway	Forecast	1	4	6	6	6	11	14	6	0	0	0	0	60	23
	Actual	1	4	6	3	4	6	24	35	0	0	0	0	83	83
	Variance	0	0	0	-3	-7	-6	10	29	0	0	0	0	25	24
	Forecast	6	1	3	2	3	4	4	2	0	0	0	0	35	-1
Sheerness	Actual	6	1	3	0	4	1	5	4	0	0	0	0	35	21
	Variance	0	0	0	-2	1	-3	1	2	0	0	0	0	120	128
	Forecast	3	0	3	5	7	7	7	3	0	0	0	0	43	43
	Variance	0	0	0	-3	-5	-4	-1	-1	0	0	0	0	120	8
TOTAL	Forecast	10	5	12	13	21	23	25	11	0	0	0	0	120	120
	Actual	10	5	12	5	10	10	35	41	0	0	0	0	132	132
	Variance	0	0	0	-8	-11	-13	10	30	0	0	0	0	120	12
	Forecast	12	12	12	12	12	12	12	12	12	12	12	12	120	120

COMBINED PARTNERSHIP TOTAL	2019	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Whole Year	To end Oct
Medway	Forecast	3	9	16	16	21	22	24	6	0	0	0	0	117	35
	Actual	3	11	17	11	14	13	34	48	1	0	0	0	152	152
	Variance	0	2	1	-5	-7	-9	10	42	1	0	0	0	53	44
	Forecast	8	3	7	7	8	9	9	2	0	0	0	0	70	-9
Sheerness	Actual	8	3	7	3	8	7	6	4	0	0	0	0	64	64
	Variance	0	-1	-1	-4	0	-2	-3	2	0	0	0	0	240	260
	Forecast	7	4	10	10	12	12	12	3	0	0	0	0	64	64
	Variance	-3	-2	-3	0	-5	-4	5	6	0	0	0	0	120	8
TOTAL	Forecast	18	16	33	33	41	28	45	11	0	0	0	0	260	260
	Actual	15	15	30	24	29	28	57	61	1	0	0	0	240	240
	Variance	-3	-1	-3	-9	-12	-15	12	50	1	0	0	0	120	12
	Forecast	12	12	12	12	12	12	12	12	12	12	12	12	120	120

LAUNCH PAD SWALE AND MEDWAY 2019

Employment Outcomes

KPI: 20-25% of YP supported gain employment

PT	2019												
Medway	Total Participants Supported (Cumulative)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
	Total Employment Outcomes (Cumulative)	0	0	1	3	7	15	16	20	26	30	35	69
	% of participants into employment	0.00%	0.00%	5.00%	10.71%	18.42%	33.33%	29.09%	29.41%	37.68%	43.47%	50.72%	
	Total Participants Supported (Cumulative)	2	3	6	9	13	19	20	20	20	20	20	20
Sheerness	Total Employment Outcomes (Cumulative)	1	1	3	3	6	8	8	8	9	10	10	
	% of participants into employment	50.00%	33.33%	50.00%	33.33%	46.15%	42.10%	40.00%	40.00%	45.00%	50.00%	50.00%	
	Total Participants Supported (Cumulative)	1	3	7	15	20	25	36	43	43	43	43	43
	Total Employment Outcomes (Cumulative)	1	3	4	6	10	12	18	20	23	26	28	
Sittingbourne	% of participants into employment	100.00%	100.00%	57.14%	40.00%	50.00%	48.00%	50.00%	46.51%	53.48%	60.46%	65.11%	
	Total Participants Supported (Cumulative)	5	15	33	52	71	89	111	131	132	132	132	132
	Total Employment Outcomes (Cumulative)	2	4	8	12	23	35	42	48	58	66	73	
	% of participants into employment	40.00%	26.66%	24.24%	23.07%	32.39%	39.32%	37.83%	36.64%	43.93%	50.00%	55.30%	

CXK	2019												
Medway	Total Participants Supported (Cumulative)	1	5	11	14	18	24	48	83	83	83	83	83
	Total Employment Outcomes (Cumulative)	0	0	1	2	5	7	13	14	23	27	32	
	% of participants into employment	0.00%	0.00%	9.09%	14.28%	27.77%	29.16%	27.08%	16.86%	27.71%	32.53%	38.55%	
Sheerness	Total Participants Supported (Cumulative)	6	7	10	10	14	15	20	24	24	24	24	24
	Total Employment Outcomes (Cumulative)	0	1	3	3	4	4	5	5	7	8	9	
	% of participants into employment	0.00%	14.28%	30.00%	30.00%	28.57%	26.66%	25.00%	20.83%	29.16%	33.33%	37.50%	
Sittingbourne	Total Participants Supported (Cumulative)	3	3	6	8	10	13	19	21	21	21	21	21
	Total Employment Outcomes (Cumulative)	0	0	1	1	2	3	4	4	5	6	6	
	% of participants into employment	0.00%	0.00%	16.66%	12.50%	20.00%	23.07%	21.05%	19.04%	23.80%	28.57%	28.57%	
TOTAL	Total Participants Supported (Cumulative)	10	15	27	32	42	52	87	128	128	128	128	128
	Total Employment Outcomes (Cumulative)	0	1	5	6	11	14	22	23	35	41	47	
	% of participants into employment	0.00%	6.66%	18.51%	18.75%	26.19%	26.92%	25.28%	17.96%	27.34%	32.03%	36.71%	

COMBINED PARTNERSHIP TOTAL	2019											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
Medway	Total Participants Supported (Cumulative)	3	14	31	42	56	69	103	151	152	152	152
	Total Employment Outcomes (Cumulative)	0	0	2	5	12	22	29	34	49	57	67
	% of participants into employment	0.00%	0.00%	6.45%	11.90%	21.42%	31.88%	28.15%	22.51%	32.23%	37.50%	44.07%
	Total Participants Supported (Cumulative)	8	10	16	19	27	34	40	44	44	44	44
Sheerness	Total Employment Outcomes (Cumulative)	1	2	6	6	10	12	13	13	16	18	19
	% of participants into employment	12.50%	20.00%	37.50%	31.57%	37.03%	35.29%	32.50%	29.54%	36.36%	40.90%	43.18%
	Total Participants Supported (Cumulative)	4	6	13	23	30	38	55	64	64	64	64
	Total Employment Outcomes (Cumulative)	1	3	5	7	12	15	22	24	28	32	34
Sittingbourne	% of participants into employment	25.00%	50.00%	38.46%	30.43%	40.00%	39.47%	40.00%	37.50%	43.75%	50.00%	53.12%
	Total Participants Supported (Cumulative)	15	30	60	84	113	141	198	259	260	260	260
	Total Employment Outcomes (Cumulative)	2	5	13	18	34	49	64	71	93	107	120
	% of participants into employment	13.33%	16.66%	21.66%	21.42%	30.08%	34.75%	32.32%	27.41%	35.76%	41.15%	46.15%

“Launch Pad has allowed me to gain the opportunities to things that wouldn’t have come along if I hadn’t signed up.”



Engaging
Communities.
Inspiring
People.

Launch Pad Project Evaluation

**SUPPORTING YOUNG PEOPLE INTO EMPLOYMENT
IN MEDWAY AND SWALE**

