**Groundwork Green Team**

**DWP Proposal**

**Evidence**

For over 30 years, Groundwork has been working closely with deprived communities in Kent and Medway inc neighbouring counties through our practical environmental regeneration projects. Our approach to community project work involves engaging with local people to improve their confidence and skills, to get involved in what's going on around them, and to improve their prospects of employment.  Our approach involves working across the public, private and non-profit sectors to get projects to fruition, often being the coordinating   
body between these agencies and the community. project.

This project will involve engaging the participants in a Groundwork training programme and encouraging them to have a sense of responsibility and ownership over the sites they are improving. Our specific methodology for working with the Green Team is outlined above and below.

**What specific needs our proposal will address**

Groundwork Green Teams will work with participants in a vocational environment, building skills, gaining employment related references and linking with local trainers to ensure they are in the best possible position to move towards work. Working with a mixed age range of long-term unemployed, including ESA participants, people returning from the Work Programme and those furthest away from employment. The programme offers a flexible approach to the DWP attendance requirements to suit different categories of participant.

**How we aim to address this need**

We will provide 6 weekly engagements working on community open spaces across Kent and Medway with participants local to each location. We will undertake projects which will have an immediate impact on these spaces whilst engaging and building skills in our participants including clearance works, path building, tree planting and basic landscaping which will support our learners to gain Horticultural & Land Based accreditation.

**What difference will this make**

Through our programme 100% of participants will complete a gain work related experience. 100% of our participants will show an increase in confidence and will gain experience and achieve in a vocational setting.

90% of participants will achieve a positive outcome related to personal attitudes to work.

100% will complete an individual work plan.

**How will we measure those outcomes**

We will undertake initial assessment interviews of all participants at which we will gain base line data through negotiated self-assessment on confidence, motivation and workplace skills.

We will review this assessment mid-programme (week 3) and at the end of delivery in order to measure change throughout the programme.

**Activities we will we deliver to achieve this**

We will deliver 6 week programmes of community based environmental improvement activity, initially running from sites provided by our Housing Association and local authority partners, with cohorts from districts within Kent and Medway.

Our programme will deliver improvements including clearance works, path building, light landscaping works and tree planting which will provide our participants with training whilst building esteem through tasks which provide challenge but also allow achievement in the short term.

A typical six week course includes:

• Health & Safety

• Introduction to horticulture and grounds maintenance

• Recognition and use of tools

• Employability skills

• Communication and team working

• Job Application and interview skills incl writing a CV

• Preparing for work

Our environment will be work based with participants building a routine similar to that of a standard working environment, working on two days per week on a regular basis throughout this six week programme.

**How will we identify and share our learning points from delivery,**

We will review all aspects of our programme throughout each cohort including engagement and recruitment methods, initial assessment, review, delivery and assessment. This will be led by our experienced management team.

We will undertake initial assessment and baseline surveys of participants through the recruitment process and will review this once throughout the programme and at the end of each delivery in order to assess progress of each participant

We will undertake evaluation of each participants experience with us, delivered by a member of staff independent of this programme.

We will produce reports on this data to DWP following the end of each cohort.

To support the practical programme GWS will also offer all participants an additional Basic Online IT accreditation, delivered by our experienced IT facilitator, giving participants the opportunity to gain a globally recognised certificate in IT.

We will work with all participants to develop CVs and communication skills as part of our programme.

On completion of the six week programme successful participants will have:

* engaged in a six week, 120 hour supported work placement
* achieved accredited awards
* completed individual action plans
* learnt a range of transferable skills to improve their employability prospects
* increased motivation and participation in an activity
* received one to one mentoring support, job search and interview guidance
* received a written and verbal reference for perspective employers