

# Rainbow Project

## **RAINBOW PROJECT**

**AN OPPORTUNITY TO JOIN THE**

**“LIFE CHANCES” CAMPAIGN**





# Rainbow Project

**Are you an employer in the Southampton area?**

**Would you like to offer employment experience to a local young person through participating in an enterprising new scheme?**

**Then this might be the opportunity for you ...**

## **What's the idea?**

We want to help disadvantaged young people from the Southampton area who, because of their history, have little chance of securing a job, particularly in today's economic climate. These young people may be leaving care, have an offending history but be committed to not re-offending, have learning difficulties, be homeless or a combination of these.

We want to work with local businesses that are willing to give one or more young people a chance by offering them work for either six months or a year. In a new and innovative employment scheme, Rainbow will employ, mentor, support and supervise the youngsters and second them to participating businesses, minimising the risk to host partners.

The proposition is that businesses will provide these opportunities and make a modest financial contribution to help fund the young persons' employment.

## **Who are our Partners?**

Key partners include:

- The Southern Daily Echo
- AM Connect Rotary Club, which is sponsoring the project and is promoting it to local businesses
- Southampton City Council
- Wheatsheaf Trust



# Rainbow Project

## **A bit more detail**

We call the campaign “Life Chances”.

Life Chances gives disadvantaged and vulnerable young people in Southampton the opportunity to gain meaningful employment experience, helping them to increase their chances of securing employment in the future.

We are looking for businesses to join the campaign by:

1. acting as hosts, providing a job opportunity or
2. financially sponsoring one or more young people to be employed in another host organisation or
3. both hosting and sponsoring one or more young people

The young people are employed by Rainbow for 25 hours a week and are paid the minimum wage. They are seconded to host organisations with Rainbow providing regular supervision and assistance to each young person throughout their work placement.

In addition, each young person receives regular one-to-one support through Rainbow’s highly successful accredited mentoring service, Moving 4ward.

The campaign complements the Government’s Work Programme by providing paid employment for the young people. Life Chances is unique in that it is the only local scheme that focuses its support entirely on those young people with the greatest challenges to finding employment.

Rainbow is particularly interested in linking secondments to hosts' apprenticeship schemes. This approach enables young people to obtain qualifications and experience that equip them to be taken on as apprentices at the end of their secondments.

The Southern Daily Echo is partnering us as our media sponsor and is supporting us by running a series of articles about the campaign.

## **What do we ask of you as a host?**

We ask hosts to provide employment experience for one or more young people, to inspire them and to help improve their future employment prospects.

## **What will this cost you?**

We will rely on participating businesses to make a modest financial contribution to help fund the employment of the young people. However, to make it as easy as possible for the host businesses, all the employment issues, including pre-employment training, helping devise an individual plan for the employment period, discipline etc will be undertaken by Rainbow. This means there is minimal risk for participating companies.



## **What will you get in return?**

Our experience is that businesses benefit from participation in a number of ways, including:

- potential for finding future employees,
- the opportunity to make a valuable contribution to tackling the problems faced by disadvantaged young people in Southampton,
- helping to fulfill any stated commitment to corporate social responsibility.

## **Which Businesses Are Working With Rainbow?**

A wide range of businesses are providing employment opportunities for young people through Life Chances including retail shops, engineering and construction companies, a high tech science / engineering company and Southampton City Council.

## **Rainbow Project**

Rainbow Project is a Southampton-based charity with over 30 years' experience working with young people who are homeless or living in a difficult situation in Southampton and surrounding areas.

## **How do I get involved?**

To find out more, please contact Laura Coleman, Project Manager, on 02380 223525 or [lauracoleman@tcp.co.uk](mailto:lauracoleman@tcp.co.uk)



# Rainbow Project

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## THE RAINBOW PROJECT

### RAINBOW LIFE CHANCES

#### SERVICE DESCRIPTION

The **aim** of Rainbow Life Chances is:

to support young people living in and around Southampton who are vulnerable and disadvantaged, to improve their life chances and reduce the risk of becoming homeless.

The **objective** of Rainbow Life Chances is:

to achieve the aim of the service through the provision of meaningful employment experience, training, mentoring and support.

The **outcomes** for a young person on Rainbow Life Chances include:

- helping to overcome barriers to employment
- increased chance of securing future employment
- increased self-esteem and self-confidence
- increased likelihood of successful independent living
- decreased likelihood of offending behaviour / re-offending where appropriate
- decreased isolation and social exclusion

The **outputs** for a young person on Rainbow Life Chances include:

- a qualification
- an up to date CV
- employment experience
- increased skills and knowledge
- 2 employment references
- improved self esteem and self confidence
- improved financial competence and IT skills through training
- receipt of support and advice through an accredited mentoring service

#### Referral Criteria

The young person must be:

- a) 16 - 24 years of age
- b) unemployed
- c) homeless or at risk of homelessness and one or more of the following care leaver / ex-offender / have learning difficulties
- d) live in Southampton or surrounding areas
- e) in need of support

## Referral of young ex-offenders

Young ex-offenders who are not on license but are being supported by the Integrated Offender Management team (IOM) can be referred to Life Chances. This IOM team would, amongst its other duties:

- carry out appropriate risk assessments regarding the safety of Project employees and partner employees
- identify support requirements for the individual being referred
- obtain sign up commitment from all key agencies to providing required support
- establish that referrals are in priority need under homelessness legislation
- obtain sign up commitment from each young person to her/his individual action plan

## Characteristics of the Service

In partnership with Southampton City Council, AM Connect Rotary Club, the Southern Daily Echo and the Wheatsheaf Trust, Rainbow's Life Chances service will give some of the most disadvantaged and vulnerable young people in and near Southampton the opportunity to gain meaningful employment experience, increasing their chances of securing more permanent employment in the future. We will:

- employ between 20 young people during the first year of the project
- employ them for 25 hours a week for a 12 month period paying the minimum wage
- second them to host organisations to gain meaningful employment experience
- set goals and objectives for each young person in partnership with the host
- provide regular supervision to the young person in partnership with the host to monitor developments and address any issues
- match each young person with a trained volunteer mentor who will provide regular one-to-one support, through Rainbow's accredited mentoring service, Moving 4ward
- enable access to training options including achieving an appropriate qualification, financial competence (owning a bank account, becoming credit worthy etc) and IT skills and other life skills as appropriate
- work with the young person to help find further employment should there not be a position available at the end of the 12 month period
- accept referrals via Wheatsheaf Trust and other referring agencies
- obtain references from referring agencies

For details of the key stages and activities therein, please refer to the attached appendix.